

TVUUC Board Meeting  
September 9, 2018

**Board Members Present:** Athanasios Bayiates, Matthew Blondell, Debbie Ellis, Ryan McBee, Bill Myers, Terry Uselton, Erven Williams, Denise Coleman, Jeff Kovac, Ginna Mashburn, Robby McMurry

The minutes from the last board meeting (August) were approved.

**Treasurer's Report:**

Robby McMurry presented the report, noting that we were over budget and operation expenses have increased sharply. The financial report was not approved, subject to changes Robby will make for reporting staff salaries.

**Reports**

An extensive report on Membership and Communication was written by Lauren Hulse and distributed.

An RE report was submitted by Catherine Loya, DRE. An RE brochure was also included that explains the programs available in RE.

A proposal has been submitted by Pam Johnson, Ministerial Intern, to extend internship for another year. The board unanimously supports this effort and will work with her committee and the minister as needed.

Jon Coffee requested affiliation with TVUUC as a community minister. The board unanimously supports this effort.

A report was submitted to the Board about the upcoming Rummage Sale by Mary Jo Holden and Lillian Mashburn. It also contains a list of Rummage FAQ.

A report was presented by Ken Stephenson, Chair of the Endowment Fund, on the decision by the Fund to postpone the Patio Project and some of the concerns with the Garden Project. Board members expressed several concerns:

Will plans be presented to the congregation? Ken responded that they are having some drawings made to be shown during Endowment Month (October).

Could money be set aside for the project? The answer was no.

Would water be installed for the garden? It is being investigated and costs are to be determined. It was felt this was a key part of the project. The Board felt strongly that a water source should be secured before work on the Garden Project proceeded.

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Could it be funded as a special project? That is not up to the Endowment Committee to decide, but would be a Board decision.

Jeff Kovac presented a report on Chris Buice's response to his Ministerial Evaluation, and the members of the Board responded to the answers. Some of the Board concerns were:

Section 1- Ministry: There needs to be a plan for working with the Worship Committee. The Board supports the minister's request to advertise a trip to Paris to take place during his sabbatical. In addition, we expect a written plan for goals of a sabbatical, to be shared with the Worship Committee and the Board.

Section 3 - Administration: A plan should be proposed for making more personal contact with people in the church on a regular basis.

Section 5- Public Ministry- There were concerns about social media presence.

The leadership team will share concerns with Chris Buice.

Denise Coleman, Chair of the Strategic Planning Committee, presented an update on the Strategic Planning Report. The committee has decided to focus on 3 areas in the coming year. The areas are Stewardship, Governance and Community. The report contains a list of goals under each area to focus on during the year. A report will be provided at the end of the year on progress toward the goals. The Board thanked Denise for the committee's hard work.

### **Action Items**

Ginna Mashburn will contact 2nd Presbyterian Church to express our congratulations on their 200th birthday.

### **Adjournment**

The meeting was adjourned at 8:46 PM.

Submitted by: Terry Uselton, Acting Secretary

# Tennessee Valley Unitarian Universalist Church

## BUDGET VS ACTUAL

June 2018

	<u>YTD ACTUAL</u>	<u>YTD BUDGET</u>	<u>Annual BUDGET</u>
<b>Revenues</b>			
Pledge Contributions	493,484.93	480,437.72	480,437.72
Share the Plate - TVUUC portion	14,040.06	20,000.00	20,000.00
Non-Pledge	15,420.26	16,000.00	16,000.00
Prior Year Pledges	12,705.50	8,000.00	8,000.00
Anticipated new pledges	5,942.50	6,000.00	6,000.00
Shopping cards	9,420.53	8,000.00	8,000.00
Auction	24,427.42	23,500.00	23,500.00
Rummage Sales	9,728.63	9,300.00	9,300.00
Building Rental	10,550.20	16,000.00	16,000.00
Other Income	1,277.03	1,700.00	1,700.00
<b>Total Revenues</b>	<b>596,997.06</b>	<b>588,937.72</b>	<b>588,937.72</b>
<b>Expenses</b>			
Personnel	405,761.74	411,509.96	411,509.96
Church Mortgage	45,452.94	44,879.00	44,879.00
Building and Grounds	71,217.16	73,350.33	73,350.33
Operations	34,315.31	23,178.43	23,178.43
Denominational Connections	23,220.00	23,220.00	23,220.00
Programs	12,481.95	12,800.00	12,800.00
<b>Total Expenses</b>	<b>592,449.10</b>	<b>588,937.72</b>	<b>588,937.72</b>
	<b>4,547.96</b>	<b>-</b>	<b>-</b>

# Tennessee Valley Unitarian Universalist Church

## BALANCE SHEET

June 2018

### Assets

Home Federal Checking	47,359.13
Home Federal Savings	75,968.42
Home Federal CD	55,934.72
Gift Card Inventory	25,050.00
Fixed Assets	3,355,745.68
<b>Total Assets</b>	<b>3,560,057.95</b>

### Liabilities

Advance Pledges	46,245.94
Audit Payable	5,000.00
Home Federal Mortgage	58,859.74
<b>Total Liabilities</b>	<b>110,105.68</b>

### Equity

General Fund	3,401,625.98
Operating Fund	4,547.96
Restricted Funds	43,778.33
<b>Total Equity</b>	<b>3,449,952.27</b>

<b>Total Liabilities and Net Equity</b>	<b>3,560,057.95</b>
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# Tennessee Valley Unitarian Universalist Church

## RESTRICTED FUNDS

June 2018

### Restricted Funds

Memorials	9,967.55
Intergeneration Playground	248.98
Community Garden	361.68
Greg's Group	594.25
Sacred Grounds	135.00
Memorial Garden Fund	1,561.63
Solar Fund	3,500.00
Special Music	1,197.60
Art Gallery	5,243.90
Flowers	1,708.32
RE Special Projects	3,916.58
RE Youth Trips Fund	3,470.03
Campus Ministry	115.10
RE Middle School Fund	47.45
Refugee Task Force	200.00
FISH	1,197.89
Family Promise	391.86
Volunteer Ministry Meals	421.75
Helping Fund	1,036.00
Women in Crisis	43.54
Haiti Education	60.00
Environmental Concerns	(121.35)
Social Action Grants	44.38
Hops and Hope 5K Run	400.83
A Seat at the Table	544.00
Advancing Equality Fund	1,413.41
Leadership Development	150.81
Meals & Social events	(497.13)
Sunday Potluck meals	(513.36)
Small Group Ministry	(47.54)
WUOT Underwriting	300.00
TVUUC Alliance	1,681.95
Minister's Sabbatical	3,491.87
Mountain Camp Scholarship	875.07
Ordination Account	636.28
Special Collections	

<b>Total Restricted Funds</b>	<b>43,778.33</b>
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# Tennessee Valley Unitarian Universalist Church

## BUDGET VS ACTUAL

July 2018

	<u>YTD ACTUAL</u>	<u>YTD BUDGET</u>	<u>Annual BUDGET</u>
<b>Revenues</b>			
Pledge Contributions	78,102.58	37,585.66	451,027.93
Share the Plate - TVUUC portion	1,391.75	1,025.64	20,000.00
Non-Pledge	50.00	1,333.33	16,000.00
Prior Year Pledges	-	2,000.00	8,000.00
Anticipated new pledges	250.00	500.00	6,000.00
Shopping cards	256.70	666.67	8,000.00
Auction	18.00	-	23,500.00
Rummage Sales	-	-	9,300.00
Building Rental	424.00	1,333.33	16,000.00
Other Income	12.90	91.66	1,700.00
<b>Total Revenues</b>	<b>80,505.93</b>	<b>44,536.29</b>	<b>559,527.93</b>
<b>Expenses</b>			
Personnel	43,755.78	34,794.79	426,687.71
Church Mortgage	248.69	-	-
Building and Grounds	4,265.74	6,136.81	73,641.78
Operations	2,213.23	1,964.87	23,178.44
Denominational Connections		-	23,220.00
Programs	(157.18)	941.66	12,800.00
<b>Total Expenses</b>	<b>50,326.26</b>	<b>43,838.13</b>	<b>559,527.93</b>
	<b>30,179.67</b>	<b>698.16</b>	<b>-</b>

# Tennessee Valley Unitarian Universalist Church

## BALANCE SHEET

July 2018

### Assets

Home Federal Checking	33,863.72
Home Federal Savings	75,981.32
Home Federal CD	55,934.72
Gift Card Inventory	19,640.00
Fixed Assets	3,355,745.68
<b>Total Assets</b>	<b>3,541,165.44</b>

### Liabilities

Advance Pledges	1,080.00
Audit Payable	5,000.00
Home Federal Mortgage	55,294.71
<b>Total Liabilities</b>	<b>61,374.71</b>

### Equity

General Fund	3,406,173.94
Operating Fund	30,179.67
Restricted Funds	43,437.12
<b>Total Equity</b>	<b>3,479,790.73</b>
<b>Total Liabilities and Net Equity</b>	<b>3,541,165.44</b>

# Tennessee Valley Unitarian Universalist Church

## RESTRICTED FUNDS

July 2018

### Restricted Funds

Memorials	9,992.55
Endowment Liability	25.00
Intergeneration Playground	248.98
Community Garden	272.03
Greg's Group	594.25
Sacred Grounds	135.00
Memorial Garden Fund	1,561.63
Solar Fund	3,500.00
Special Music	1,197.60
Art Gallery	5,095.44
Flowers	1,719.32
RE Special Projects	3,966.58
RE Youth Trips Fund	2,354.12
Campus Ministry	115.10
RE Middle School Fund	47.45
Refugee Task Force	200.00
FISH	1,110.89
Family Promise	391.86
Volunteer Ministry Meals	421.75
Helping Fund	1,036.00
Women in Crisis	43.54
Haiti Education	60.00
Environmental Concerns	(121.35)
Social Action Grants	44.38
Hops and Hope 5K Run	400.83
A Seat at the Table	544.00
Advancing Equality Fund	1,413.41
Leadership Development	150.81
Meals & Social events	(407.16)
Sunday Potluck meals	(513.36)
Small Group Ministry	(47.54)
WUOT Underwriting	300.00
TVUUC Alliance	1,681.95
Minister's Sabbatical	3,491.87
Mountain Camp Scholarship	875.07
Ordination Account	636.28
Special Collections	898.84
<b>Total Restricted Funds</b>	<b>43,437.12</b>



# Tennessee Valley Unitarian Universalist Church

## BUDGET VS ACTUAL

August 2018

	<u>YTD ACTUAL</u>	<u>YTD BUDGET</u>	<u>Annual BUDGET</u>
<b>Revenues</b>			
Pledge Contributions	146,434.47	75,171.32	451,027.93
Share the Plate - TVUUC portion	2,078.29	1,025.64	20,000.00
Non-Pledge	645.52	2,666.66	16,000.00
Prior Year Pledges	-	4,000.00	8,000.00
Anticipated new pledges	250.00	1,000.00	6,000.00
Shopping cards	1,042.95	1,333.34	8,000.00
Auction	18.00	-	23,500.00
Rummage Sales	-	-	9,300.00
Building Rental	919.00	2,666.66	16,000.00
Other Income	103.93	183.32	1,700.00
<b>Total Revenues</b>	<b>151,492.16</b>	<b>88,046.94</b>	<b>559,527.93</b>
<b>Expenses</b>			
Personnel	76,172.97	70,421.42	426,687.71
Church Mortgage	489.15	-	-
Building and Grounds	11,221.66	12,273.62	73,641.78
Operations	3,836.94	3,929.74	23,178.44
Denominational Connections	-	-	23,220.00
Programs	1,815.40	1,883.32	12,800.00
<b>Total Expenses</b>	<b>93,536.12</b>	<b>88,508.10</b>	<b>559,527.93</b>
	<b>57,956.04</b>	<b>(461.16)</b>	<b>-</b>

# Tennessee Valley Unitarian Universalist Church

## BALANCE SHEET

August 2018

### Assets

Home Federal Checking	52,481.29
Home Federal Savings	75,994.23
Home Federal CD	55,934.72
Gift Card Inventory	25,070.00
Fixed Assets	3,355,745.68
<b>Total Assets</b>	<b>3,565,225.92</b>

### Liabilities

Advance Pledges	1,080.00
Audit Payable	5,000.00
Home Federal Mortgage	51,721.45
<b>Total Liabilities</b>	<b>57,801.45</b>

### Equity

General Fund	3,406,173.94
Operating Fund	57,956.04
Restricted Funds	43,294.49
<b>Total Equity</b>	<b>3,507,424.47</b>
<b>Total Liabilities and Net Equity</b>	<b>3,565,225.92</b>

# Tennessee Valley Unitarian Universalist Church

## RESTRICTED FUNDS

August 2018

### Restricted Funds

Memorials	9,936.55
Furnishings	500.00
Intergeneration Playground	248.98
Community Garden	173.57
Greg's Group	594.25
Sacred Grounds	450.00
Memorial Garden Fund	2,293.04
Solar Fund	3,500.00
Special Music	1,097.60
Art Gallery	4,606.92
Flowers	1,733.34
RE Special Projects	3,411.25
RE Youth Trips Fund	2,354.12
Campus Ministry	115.10
RE Middle School Fund	47.45
Refugee Task Force	(23.77)
FISH	1,081.82
Family Promise	246.30
Volunteer Ministry Meals	201.17
Helping Fund	1,036.00
Women in Crisis	43.54
Haiti Education	60.00
Environmental Concerns	(121.35)
Social Action Grants	44.38
Hops and Hope 5K Run	400.83
A Seat at the Table	544.00
Advancing Equality Fund	1,413.41
Leadership Development	150.81
Meals & Social events	(334.04)
Sunday Potluck meals	(513.36)
Small Group Ministry	(47.54)
WUOT Underwriting	300.00
TVUUC Alliance	1,681.95
Minister's Sabbatical	3,491.87
Mountain Camp Scholarship	875.07
Ordination Account	636.28
Special Collections	1,064.95
<b>Total Restricted Funds</b>	<b>43,294.49</b>

## Membership & Communications: Report to the Board

September 24, 2018

Lauren Hulse, Membership and Communications Coordinator

### **Essential Function: Outreach –**

*Goals for the coming year:*

1. Identify new tabling opportunities and coordinate outreach efforts on the ground
  - a. UTK Student Engagement Fair – August 24 – Attended with two members of Young Adults Group. We've seen a bump in attendance of college students following, with 5 attending a campus ministry visioning session on September 23.
2. Develop advertising to attract paid building rentals, raise awareness of our facility – Will be in conversation with Claudia.
3. Repeat “Invite-a-friend” Sunday event with the goal of attracting newcomers
  - a. Took place September 9 – Attendance was 262, up 38.16 from our average of 223.83 from the last 12 weeks.
4. Continue update of website with focus on “Visitor Friendliness”
  - a. Recruited New Member Kristen Snow, a Wordpress staff member, to troubleshoot & assist with website usability – still working to set up this meeting
  - b. Running audit of website, have begun updates to specific pages. This will be an ongoing process through the year.

*Key activities & accomplishments, ongoing:* (See July report)

### **Essential Function: Welcome**

*Goals for the coming year:*

1. Revive “Visitor Table” in coffee hour under the title “Connections Table”
  - a. Connections Table has been very successful in it's first few weeks. Each Sunday I have the opportunity for extended one-on-one conversations with newcomers. Availability of Skills & Interests Surveys allows for ease in connecting newcomers to programs and opportunities of interests to them, and lowers the barrier to entry.
2. Produce permanent gender-inclusive signage for restrooms – seeking funding opportunities for this project.
3. Support Welcoming Ministries
  - a. Greeter Coordinating

- i. Currently seeking a new Volunteer Coordinator for our Greeter team, in addition to several new members. In the meantime I am coordinating.
  - b. Welcome Table Support
    - i. Assisting Bill Fields in recruiting new members of the team. A stalwart volunteer, Virginia Douglas, will be sorely missed.
- 4. Support Membership Committee
  - a. Recruit new members prepped for leadership
  - b. Rewrite Charter
  - c. Oversee, Recruit & Train welcoming teams (Greeters, Hosts, Welcome Table, Connections Table)
    - i. Standardize training for folks engaged in this work
    - ii. Recruit to increase diversity in Welcoming Teams
    - iii. Seek new volunteer coordinator for Greeters & Hosts – previously held by Ann Miller, and Suzanne Brown

*Key activities & accomplishments, ongoing:* (See July report for previously listed)

- 1. Work with DLRE to craft new materials for pew pockets “Welcome, Families & Children!” (complete)

### **Essential Function: Integration/Connection**

*Goals for the coming year:*

- 1. UU 101 Class Overhaul to Connection Circles
  - a. launched Sept. 16
  - b. First two meetings have been very successful. Newcomers are engaged, authentic, genuine, vulnerable in their sharing. Group bonding is much stronger and true relationships are forming organically. I am able to connect with newcomers on a deeper level and can much more easily suggest programs or opportunities that meet their needs.
  - c. Out of the six attendees of the first meeting, one has completed a membership packet, two have signed up for volunteer roles, two attended weeknight church events (young adult gathering and campus ministry visioning), and the last plans to join the parenting circle. This is a much higher success rate, in terms of connecting, than we’ve had previously.
  - d. We will continue to monitor the visitor to member timeline and member retention rates under this new system.
  - e. One area of improvement will be to make specific invitations to long time TVUUC members to attend some of the sessions as an opportunity to connect with newcomers and share their perspectives.

2. Organize New Member Celebration in the spring – social event for newcomers to the church – In conversation stage.
3. Skills & Interest Survey
  - a. Encourage use of Realm to sign up for programs and opportunities.
  - b. Distribute Skills & Interests Survey on first Sundays in OOS –
    - i. Continue to gain relevant and useful information in collecting these both from newcomers wishing to get involved and old timers wanting to offer new things.
4. Coordinate Young Adults Group Activities:
  - a. Revised YA Gatherings to a Third Thursday Group.
  - b. First two meetings of this year have had strong attendance and good group process. Starting to see a solid community with potential for growth and more integration with the broader congregation.
  - c. Several Young Adults wish to attend this year's retreat.
  - d. YA Book club reboot has maxed out registration with 12 members.
  - e. Pam Johnson is embarking on a Focused Initiative to bring a campus ministry program into being. I will be working closely with her to support this endeavor as an extension of Young Adult ministries. We launched with a dinner and visioning session September 23, which generated excellent information.
5. Revitalize Small Group Ministry program in collaboration with DLRE and Small Group Ministry Steering Committee
  - a. Deferred until after start of RE year and Connection Circle launch
  - b. Assist in placing interested newcomers in groups – ongoing
6. Create and implement system for maintaining contact with Members outside of pledge drive season – some ongoing check-in and how are you doing?

*Key activities & accomplishments, ongoing:* (See July report for previously listed)

## **Essential Function: Communication**

*Goals for the coming year:*

- a. Design Projects
  - a. Congregational Banner for General Assembly as requested by Board
    - i. Design (complete)
    - ii. Production – This had originally been envisioned as a banner printed on vinyl. However, after attending GA and seeing that, with very few exceptions, all banners were made by hand from cloth I now have reservations about this plan. **Would the Board consider taking the time to have someone in our community**

hand-sew our new banner? We have many members who are talented at needlework.

- b. New Side With Love banner for parades and community events as requested by Board – in process
- c. Business cards for all staff members – in process

*Key activities & accomplishments:* (See July report for previously listed)

- a. Create rotating schedule of programs to lift up via Newsletter with three goals:
  - a. Raise awareness of volunteer & program opportunities
  - b. Gratitude & praise for current volunteers & leaders of specific programs
  - c. Communicate the meaning of the work s

### **Professional Development, completed & ongoing**

- a. Admin Team of UU Association of Membership Professionals (UUAMP) Facebook page & group
- b. Served YA@GA Staff at UUA General Assembly
- c. Credentialing Program of the UUAMP (in process)
- d. Attended Samuel DeWitt Proctor Institute at Alex Haley farm with TVUUC staff during week of July 16

### **Year End Statistics**

	2016-17	2017-18							
Completed a Visitor Form	142	139							
Began Membership Process	57 (40.14% of visitors)	68 (48.92%)							
Joined the Church	29 (20.42% of Visitors)	22 (32.35 %)							

### **Realm Membership Statistics**

	June 30,	July 2018	August 2018	September 2018					
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	2017								
Member	395	440	438	427					
Friend	36	97	97	92					
Prospect	399	417	410	424					
Visitor	138	157	170	180					

### Facebook Group Statistics

	June 30, 2017	July 2018	August 2018						
Members and Friends Facebook	755	847	857	867					
Young Adults Facebook	176	182	166 (purged Inactive)	165					

New Members 2017-18: 22

New Members 2016-17: 31

New Members 2015-16: 21

New Members 2014-15: 10

New Members 2013-14: 6



## Report to the Board of Directors

September 20, 2018



Catherine Farmer Loya, DRE



- ✦ **RE Program Startup:** We are a month into our new “Choose Your Own Adventure” programmatic structure for Sunday morning RE at TVUUC, and so far it is going extremely well. Response from kids, parents and volunteers has been overwhelmingly positive. As expected, most of our participants are settling into consistent attendance in one of our spaces, while some choose from week to week depending on what is happening in the various spaces. And our distribution is fairly even – no space has been either over capacity or without a critical mass of attendees.
- ✦ **4<sup>th</sup>-5<sup>th</sup> Grade OWL:** We had a great parent/child orientation for our first Our Whole Lives sexuality education class for the 2018-19 year and will start the class this coming Sunday with 11 4<sup>th</sup>-5<sup>th</sup> graders. We are experimenting with offering the class on Sunday mornings in Room A, rather than in the afternoons. The class meets for ten sessions and concludes on December 16<sup>th</sup>, and in January we’ll launch TVUUC’s first-ever OWL class for kindergarten-1<sup>st</sup> graders! Big thanks to 4-5 OWL teachers Bill Myers, Krista Schadt, Jenny Snead and Juniper Stinnett.
- ✦ **Children’s Diversity & Justice Library:** We are on track for the opening of the Children’s Diversity & Justice Library at TVUUC on Sunday, October 21<sup>st</sup> in conjunction with our multigenerational Children’s Sabbath Sunday service. We have nearly 500 books for our library already, and TVUUC members of all ages have been working hard to catalog, label, bar code and stamp our books, and in the next week we’ll begin giving them protective covers and sorting them in anticipation of shelving in our CDJ Library space in Room H. Miriam Davis has been the key organizer for the CDJ Library project, so please show her our appreciation when you see her at church!
- ✦ **Committee Re-visioning:** The Youth RE Committee has been paused for some months, as we have had a hard time recruiting members under the old committee structure, and I will be conducting a re-visioning process to seed a new committee and update the charter during the 2018-19 church year. I anticipate holding an initial meeting on Monday, October 22<sup>nd</sup> from 6:15-7:45pm. All who would like to be part of the conversation around how we structure our volunteer leadership to support our vision for RE at TVUUC are invited to join us.
- ✦ **Trunk or Treat/Samhain Celebration 10/24:** The RE program is partnering with the Knoxville Irish Society to offer a Samhain (Celtic New Year) observance in conjunction with our annual Trunk or Treat on Wednesday October 24<sup>th</sup>, starting at 5:30pm. KIS members will lead storytelling, traditional Irish dance, pumpkin (and more traditional turnip) carving, craft-making and more, along with our Trunk or Treat festivities and fall soup potluck dinner (including a table of traditional Irish food – yum!). All are invited – wear your costumes and come celebrate Halloween like the ancient Irish! We are really excited that KIS reached out to us about the possibility of hosting their Samhain celebration, and we hope that this will be the start of an annual joint event for our community.
- ✦ **Middle School Youth Group:** This year I’ve been working with our middle school youth group team to give the program more structure and focus. The group meets each Wednesday evening from 6:30-8:30pm. Programming includes:
  - **1st Wednesdays:** Movie Night - showing films with spiritual themes, discussion follow-up from Popcorn Theology UU curriculum
  - **2<sup>nd</sup> Wednesdays:** Service Project – hands-on projects to put our UU values into action, often at TVUUC but sometimes a field trip offsite.
  - **3<sup>rd</sup> Wednesdays:** Game Night – group games in a variety of formats to facilitate group bonding and reflection
  - **4<sup>th</sup> Wednesdays:** Field Trip – fun events to bring group members together, as simple as a walking trip to collect trash on the greenway near TVUUC, or could be a trip to local bowling lanes, Main Event, etc.
  - **5<sup>th</sup> Wednesdays:** Chalice Night – a couple of times during the year there is a 5<sup>th</sup> Wednesday, and on these evenings we’ll focus on UU identity and history.
- ✦ **Adult RE Programs:** We have a number of adult programs coming up this fall and in the process of being scheduled. I look forward to jumping further into developing our Adult RE offerings later this year, including traditional Adult RE classes as well as new opportunities for small group ministry at TVUUC. We are also working on hosting a training in the early part of 2019 for facilitators for the Young Adult and Adult levels of the Our Whole Lives program, with the goal of offering both levels of OWL at TVUUC in the near future.

## You are Welcome Here

You and your family are invited to join an exciting journey of questioning, searching, challenging and wondering about the meaning of life with all its mysteries, great and small. Whatever your religious background, there is room in our church for your family. For generations, Unitarian Universalism has welcomed and celebrated interfaith families, exiles, and seekers, as well as those who have grown up within our own UU tradition. We are enriched by one another's faith journeys and our liberal religious values.

The core purpose of our educational ministry to children, youth and families at TVUUC is to provide opportunities for people of all ages to deepen their spiritual lives, to deepen their understanding of our UU history and values, and to deepen their ability to live with compassion, integrity and joy as we work together to make the world a better place. We offer a safe, loving and fun community for all ages which is most successful when families attend regularly. Welcome to an exciting and engaging year!

I hope you and your family will enjoy this exploration together. If you have further questions about our congregation or our RE programs, I am eager to talk with you, as are the members of the YRE Committee. We invite you to join us as we celebrate "being you and being UU" in our beloved community of all ages at TVUUC.

In faith and friendship,  
Catherine Farmer Loya,  
Director of Religious Education



TVUUC RE is a place to:

- Practice kindness and "pre-emptive radical inclusion";
- Experience a variety of spiritual practices;
- Explore the world's religious traditions;
- Engage in a justice-seeking community;
- Develop a deeper understanding of liberal religion;
- Learn something new about yourself!

For more information about our program offerings or to volunteer to be one of the more than 40 members of TVUUC who help make our programs possible by serving as committee members, advisors, facilitators, assistants, event planners, or task-oriented "worker bees," contact:

### RE Program Staff



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# TVUUC Religious Exploration

2018-2019



Our Religious Exploration program offers a full-color roadmap for deepening in commitment to our liberal religious values as one Unitarian Universalist community of all ages, dedicated to putting our love into action and transforming ourselves and our world.

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Tennessee Valley Unitarian  
Universalist Church  
2931 Kingston Pike  
Knoxville, TN 37919  
865-523-4176  
[www.tvuuc.org](http://www.tvuuc.org)

## Choose Your Own Adventure!

### Sunday in RE at TVUUC

TVUUC's programs provide a nurturing environment for our children and youth to explore and develop their own religious identities and where they can learn more about Unitarian Universalism, its Principles and Sources, values and history, through a variety of freely-chosen experiential spaces offered each week, all engaging with a common spiritual theme. Across our program, we are intentional about providing opportunities to deeply engage with the following four elements of UU faith development: community building, spiritual practices, religious exploration, and community service & action.

We'll begin together in our sanctuary as one community of all ages with ritual, song, and a Story for All Ages that invites congregants young and old into engagement with the theme of our exploration for the morning. Following the story, children, youth, their families and our program volunteers are invited to participate in one of our experiential spaces for the next part of our morning. These spaces include:

**Nursery Care:** (*Infants-2 years old*) Babies and toddlers are kept safe and happy with loving care. Our nursery room is a warm and welcoming place for you and your children. Led by staff childcare providers.

## ♥PRESCHOOL♥

(*3-5 years old*): A warm and welcoming classroom experience for young children who are best served with one special space they can experience as their own, and a small team of leaders who they will build comfort with through being in class together consistently. This year's curriculum, Chalice Children, delves deep into our Unitarian Universalist faith. It strives not just to teach about our faith, but also to provide experiences around the strength of community, the wonder and awe that transcend everyday understanding, and life issues we all share.

## 👋HELPING HANDS👋

(*all ages welcome*): In this space, we put our faith into action, partnering with members of TVUUC engaged in service within our church or in the wider community. Each week we'll offer a service project, offering an authentic opportunity to live out our congregational mission as members of one faith community of all ages. Possible examples include tending our community garden, making doggy treats to donate to a local shelter, or carrying out a school-supply donation drive.

## 💡LEARNING LAB💡

(*particularly well-suited for 3<sup>rd</sup>-6<sup>th</sup> graders; all ages welcome*): Here we'll continue our work with the day's theme with a more traditional lesson-and-craft format that offers opportunities for deeper reflection for those who most enjoy creating meaning in conversation with others, as well as hands-on projects that help make concepts more concrete. We'll connect with our UU principles, learn about heroes who exemplify the values we hold dear, and will model our beloved community.

## 📖STORY & SPIRIT📖

(*particularly well-suited for K-2<sup>nd</sup> graders; all ages welcome*): In this space we'll share another story that explores our theme for the day in a different way, offering additional avenues for engagement. Following the story, young people will engage in self-directed art-making in response. This space is similar to the Spirit Play program we've offered in previous years.

## 🌀REFLECTION ROOM🌀

(*all ages welcome*): This is our space for engaging in spiritual practice and contemplation. We'll welcome a leader from the congregation who will introduce young people to a spiritual practice – yoga, meditation, singing, and more – and young people are also welcome to visit the reading corner, or make use of contemplative tools such as the finger labyrinth or guided meditation CD. This is intended to be a calming, sensory-friendly space for reflection and renewal.

## 👁️YOUTH FOCUS👁️

(*6<sup>th</sup>-12<sup>th</sup> graders*): In this special space just for older youth, we will build community together as we explore being UU, learn about the world's faiths, and build skills to change the world. Our multi-year cycle includes the Neighboring Faiths program as well as UU-focused curricula. This year, from Aug.-Jan. we'll engage with the big questions of life with "Riddle & Mystery", and then from Feb.-May we'll develop skills as Justice Makers with "Heeding the Call".

## ✡️WORSHIP✡️

(*all ages welcome*): Remaining in the sanctuary for the service is a great way to engage the spirit and reflect on our theme. We have a special spot available up front for young people, with a soft rug, some quiet focusing tools, and a great view of what's happening. Arranged around the sanctuary are additional "Soul Work" options for older children, youth and adults to engage in spiritual hand work as we connect with the service.

### Wednesday Evenings

**Childcare:** Loving care is offered for young children from 6:00-9pm on Wednesday evenings for parents who would like to participate in activities being offered for adults at TVUUC.

**Middle School Youth Group:** (6<sup>th</sup>-8<sup>th</sup> Grade): Middle schoolers meet on Wednesday evenings in August-May from 6:30-8:30 to build connections with one another, engage our UU values, be of service, and most of all, have fun!

**High School Youth Group:** (9<sup>th</sup>-12<sup>th</sup> Grade): High schoolers meet on Wednesday evenings from 6:30-8:30 in a safe and welcoming space for all, rooted in our shared UU values and offering opportunities for building community, engaging in service, crafting worship, organizing for justice, developing leadership, and celebrating being young and being UU together.

Rev. Jon Coffee  
3808 Papermill Square Apt A  
Knoxville, TN 37909  
September 20, 2018

Ginna Mashburn  
President  
Tennessee Valley Unitarian Universalist Church  
2931 Kingston Pike  
Knoxville, TN 37919

Dear President and Board of Directors of Tennessee Valley Unitarian Universalist Church,

I am writing to officially request affiliation with Tennessee Valley Unitarian Universalist Church (TVUUC) as a community minister.

In September of 2017 I was granted preliminary fellowship within the Unitarian Universalist Association (UUA). In April of 2018, TVUUC ordained me as a Unitarian Universalist minister. While I had planned to (and still might someday) pursue parish ministry with a congregation, I find myself doing community ministry in my current position as Regional Coordinator at Meadville Lombard Theological School. The rules governing community ministers within the UUA in preliminary fellowship require that I affiliate with a congregation. I can think of no better congregation with which to affiliate than TVUUC.

The general guidelines for congregational affiliation can be found on the website of the Unitarian Universalist Society of Community Ministers at the following link:  
<https://uuscm.org/GuideToAffiliationForCongregations/>.

Those guidelines state,

“Affiliation with a community minister generally begins with a series of conversations. The community minister will speak with the parish ministers first. If supportive, the parish minister will then talk to the congregation’s president or board chair. The request for affiliation will then be presented to the board or governing body... The congregation, parish minister (or ministers), and community minister will negotiate a formal agreement regarding the affiliation which should be voted on by the board or governing body of the congregation. This agreement will describe the parameters and expectations of the community minister and congregation and include a statement recognizing the work the community minister is doing as a ministry.



With this letter, I hope to submit to you and the Board of Directors of TVUUC a formal request for affiliation. Should the board be in favor, Rev. Chris Buice and I will draft an affiliation agreement to present the board for approval at the October 2018.

I submit this request with humility and respect for TVUUC which loved and supported me during my formation as a minister. I aspire to pay that love forward into the world through affiliated community ministry.

Sincerely,

A handwritten signature in black ink, appearing to read 'Jon Coffee', with a long horizontal flourish extending to the right.

Rev. Jon Coffee

DRAFT

TO: Chris Buice, TVUUC Leadership Team, and TVUUC Board

FROM: Pam Johnson

RE: Proposal to extend my internship

As I begin the second-year of my half-time internship at TVUUC, I want to express my gratitude for the opportunity to learn from Chris Buice and this congregation as I continue my journey toward ministry. I have received many gifts from this work, and in turn I have been able to share my gifts with the congregation. I believe that continuing this relationship would be beneficial for both TVUUC and me and propose continuing this relationship until June 30, 2020.

Benefits to the congregation:

1. Chris has suggested that I might serve as sabbatical minister while he is away from April through July of 2019.
2. I can preserve the pastoral care presence and relationships that I have established for another year.
3. Recently, we have seen an uptick in college students visiting TVUUC. As part of my Leadership Studies, I will launch an initiative to see how campus ministry might integrate with or complement the current young adult ministry program. Staying on another year would allow me to continue this work.

Benefits to me:

1. I can continue my discernment regarding whether I am more suited for parish ministry or chaplaincy.
2. My appointment with the Ministerial Fellowship Committee is not scheduled until December of 2019. (I am not a big hurry to go into ministerial search since I would prefer not to move until my son graduates from high school.

Rough proposal:

1. Continue at 20 hours per week through June of 2019. If sabbatical ministry requires more than 20 hours per week, I could request assistance from area ministers and/or accumulate hours toward comp time that could be used during the 2019-2020 fiscal year.
  - a. Paid at internship rate through March of 2019
  - b. Paid at sabbatical minister rate from April through June of 2019
2. Serve 30 hours per week from July 2019 through June 2020.
  - a. Hours could be allocated between pastoral care, preaching/worship, religious education, and campus ministry/young adult ministry
  - b. Paid at (contract minister?) rate

## Report to the board from the 2019 Rummage leadership: Mary Jo Holden and Lillian Mashburn

1. The sale is scheduled for the week of March 23, 2019. It is going to be very important for church members and friends to volunteer to help from setting up on Sunday afternoon to clean up on the following Sunday. The more help we have the more money we can make for the church!!!!
2. The sale now collects so much stuff that six hours of selling time is no longer sufficient to move out what took a week (more than a week if you count early donations that were kept in storage for months) to move in. Consequently, we are going to open the sale to the public from noon until 6 p.m. on Friday, Mar. 29 in addition to 8 a.m. until 2 p.m. on Saturday, March. 30. This will also allow us to move out more merchandise before going to our usual half-price segment after lunch on Saturday.
3. Doubling our sale hours will also require cutting off donations at noon on Thursday as well as significant advance work to change our culture of last minute drop-offs and more volunteers. We plan to do significant education and publicity to accomplish this. We also hope our advance efforts will result in receiving less unsalable “stuff” that we have to send to the landfill both before and after the sale. (Please see our FAQs.)
4. We hope to develop a strong committee structure and have good communication with them during the months before the sale. We plan to revamp our media/publicity efforts both inside and outside the church. We also plan to have better signage.
5. Storing early donations and picking up items from congregants who can't get things to church without our help will continue to be difficult areas. The church has no available storage space for this or for storing things like display shelves that allow us to cram more stuff into this building. Donations from people who are moving in the months before the sale can add significantly to our stock of good merchandise but also to our expenses so we need to find a better balance between what we take in early and what we can get out of it at the sale. If any of you have any storage unit space you could share with us or if you know someone who might, please contact us. (However, neither of us want to turn the rummage sale into a year-round project.)
6. We are contacting the church in Powell which picked up most of our leftovers last year for a rummage sale they were doing to benefit Bridge Refugee Services, a cause our church has supported. If we can coordinate with them again, that would simplify clearing out the church after the sale. If we cannot, the week after the sale will revert to being an ordeal for those already tired out from the sale. Please let us know if you have any new ideas about places that might take our leftovers.
7. We would like to come to a Board meeting well before the sale in order to keep you up-to-date on our progress, recruit you for some specific tasks, and let you ask us your questions.

## **Rummage FAQs**

### **1. When is the next rummage sale?**

Our next sale will be on Friday, March 29 from noon until 7 p.m. and Saturday, March 30 from 8 a.m. until 2:00 p.m.

### **2. When can I bring in my items?**

We will start accepting donations on immediately following the church service on March 23, the Sunday before the sale. We cannot accept any donations after noon on Thursday. Please, no drop-offs after 7 p.m. in the evenings.

### **3. Are there any items you don't accept?**

Because of space limitations, we cannot accept any clothing or magazines. Please save your books, CDs, DVDs, vinyl, tapes, etc. for the TVUUC Alliance book sale in February. Their profits are used for special projects that benefit the church.

Also, we cannot accept anything poisonous or otherwise dangerous, no previously used cosmetics, no medicines. No food items unless they are unopened, within shelf-date, and don't need refrigeration. We do not accept mattresses.

**Note:** We love getting donations of food items that will keep our volunteers fed and full of energy—we're an army that runs on its stomach!

### **4. What should I donate to the rummage sale?**

A good rule to follow is "if you wouldn't buy it, please don't bring it. Items that don't work, are missing parts, are dirty, smelly, or moldy won't sell. It's discouraging to all our workers when we have to dispose of unsalable items both before and after the sale. Please bring us gently used items that are clean and in working condition. Those items sell for higher prices and raise more money for our church.

**Note:** Can you guess how many loads of dishes that had sat in garages and basements were run through the church dishwasher last year so that they were clean enough to be salable?? Well, we didn't actually count, but it was a lot! Maybe this year someone will count.

### **5. We are moving a few months before the rummage sale. Can you take early donations and store them for the sale?**

We are working on identifying some available storage space. Call us (contact info here) and we'll do our best to accommodate your donation.

If you have any extra storage space in a storage unit or dry area at your home that you would be willing to share with us, please call us.

### **6. What if I cannot get my items to the church?**

Please call (contact info here) starting in mid-March. We have a limited number of people who can do pick-ups during rummage week. Please call early!

If you can get your items here, we will unload your vehicle if you are not able to do it yourself. Perhaps you have a friend, neighbor, or family member who could help you load your vehicle.



**7. I dropped off some items on Sunday and when I came back later in the week, I couldn't find them. Where did they go??**

Our church benefits from our rummage sale in multiple ways. If our kitchen needs a better microwave, or the office needs to replace a computer, or the RE program needs art supplies, we encourage our staff to "shop our rummage sale" for useful items. The old computer, microwave, or office chair goes into the rummage sale instead. Our church gets better equipment without spending money, stretching out our usually tight budget.

**Note:** In addition, volunteers who work a minimum of 5 hours, either before and/or during the sale, earn the privilege of shopping before we open to the public. Call us if you are interested in volunteering.

**8. What can I do to help?**

Tell your friends and neighbors about the sale. It is truly huge!

Talk about the sale on social media.

Spend some time with us unpacking, sorting, arranging, and pricing donations.

Feed us. We will have volunteers in the building from 9:00 in the morning until 7:00 in the evening all through rummage week.

September 17, 2018

Hi Ginna,

I am happy to update you and the Board on both the Endowment Projects that the Board approved earlier this year: Fellowship Patio (2018), and Welcome Garden (2019). The Endowment Fund Committee had a long meeting yesterday (9/16/18), discussing in particular the projects. I've been in touch with the liaison, Terry, to see how I can get on the agenda for your next meeting, where I will be happy to address their status in person if you like.

Let me review the Garden Project first. We decided to start it this year to take advantage of the Fall growing season, so we contracted with Black Willow for up to \$4000 for design and implementation sequencing. Doris Gove and her project committee reviewed their preliminary plans last week and I think we were all impressed; we plan to display the finished garden drawings during October Endowment Month. We anticipate additional smaller expenses this year for several of the larger woody plants. Other expenses will likely come only in 2019. For example, we have not yet gotten good bids for installation of water, and are continuing to work on that.

The Patio Project involved a more intense discussion. Thanks to Barbara Lamm and her committee, we received 6 updated bids. We set aside one bid of \$6,740 due to lack of confidence in the contractor's suitability and two high bids, \$34,000 and \$39,824, as seemingly not serious about competing. That left three bids, two for "pavers", at \$26,362 and \$25,985, and one for "concrete" at \$15,500. We felt comfortable with the quality of these three bids.

Let me recall that our original budget was \$15,000, though we had made arrangements to increase that to \$20,000 by moving some funds from the Garden Project if necessary. I will also note that even with the extra funding, aspects of the original proposal (accessible tables, fire pit, grill spot) were no longer included --- the project would be for the patio base only.

This brings us to a key part of our deliberations: pavers versus concrete. There are arguments on both sides; let me mention a few:

- Pavers: possibly more environmentally sound (though one of the two paver bids was for non-permeable pavers), possibly more attractive, possibly easier to repair and/or reuse elsewhere should we, e.g., extend the Fellowship Hall.
- Concrete: possibly more in concert with the simple lines of our church, more easily blended with the existing sidewalk (which will remain) and continued should we extend along the classroom portions of the building, high quality like the concrete at our front door, and price within our capability.
- Water management would be essentially the same with all installations, namely a trench along the retaining wall feeding into the existing underground drains.

We felt that the "concrete" option was the only one we could afford. Although there are some on the EFC preferring that option, the majority favors "pavers". In light of this, we voted to postpone the project. This word "postpone" is not to be taken literally: we have not established a procedure for renewing the project. We look forward to completing the major portion of the Garden Project, but will then have to consider in the future whether we can see a way forward for the Patio.

I believe the EFC, with due diligence, has made the only tenable decision regarding the Patio Project. Disappointing, certainly, but perhaps with silver linings: For one thing, it may awaken the congregation --- as it did us --- to the reality of costs in the modern world. We are considering having a sketch of the patio available during Endowment Month (along with the Garden Project sketch) despite the fact that we cannot yet go forward with it. This may lead to discussions about capital projects more broadly. Could Endowment funds serve, in the future, as "seed" money for projects for which we would secure additional funding? Would dedicated fund raising interfere with other funding needs?

Let me know if you would like me to speak to the Board, and I'll be happy to chat with you on the phone; (865) 776-9021.

Ken, Chair EFC

## **Senior Minister's Evaluation July 22, 2018**

### **1. Ministry – Rating: 4**

#### Positive

Chris states that his highest priority is the design and management of Sunday services, and this is apparent. The services are ordinarily well planned. His sermons are articulate and inspiring, and the services he designs are creative and diverse. Services are relevant to current events in appropriate circumstances. Overall, they are well received by the congregation

#### Areas for Improvement

One of the provisions of the senior minister's job description is that the services be planned in coordination with the Worship Committee. We look forward to the work of a fully functioning Worship Committee, and hope Chris sees this as a way to strengthen lay and visitor services. He needs to act on this soon.

Chris is encouraged to strive for balance in types of worship services to reach the diversity of the congregation. The board is concerned that church attendance has been decreasing. People are choosing, for what ever reason, not to attend on Sundays. We encourage him to work with the worship committee to develop a plan for the year which will be both inspiring and intellectually strong.

#### **Minister's response**

I am glad the board supports the high priority I place on worship, which constitutes about half my working week (20 hours +) I am glad that the effort put into it shows.

Attendance: This year we reinstituted the Visitor's Sunday, a practice that encourages people to invite a friend to church. Church growth studies show that creating a culture where people invite friends to church is the best way to foster church growth. The Board did an excellent job promoting the Visitor's Sunday in announcement time. A good follow through might be to have a Spring Homecoming where we invite people we have not seen around in a while.

Under policy governance we had moved to a Worship Team approach with emphasis on training worship coordinators to assist visitors and members in leading worship. This year we will reinstitute regular Worship Committee Meetings (quarterly) to support that work.

### **2. Head of Church Staff – Rating: 4**

#### Positive

Based on the self evaluation and information from the church staff, the staff seems to be working quite well together. Weekly staff meetings seem to be effective. We applaud his emphasis on

team work.

### **Minister's response**

I appreciate that the Board sees the time and effort that it takes to build a good staff team, weekly staff meetings and individual supervision is time consuming but does produce great benefits

### **3. Administration – Rating: 3**

#### **Positive**

Because of solid work by the staff, the scheduling of events and rooms seems to be working well.

#### **Areas for Improvement**

As the senior minister acknowledges, fund raising is an important area of improvement. Some of this is his public involvement – statements from the pulpit etc. We also think he needs to be more involved “behind the scenes.” For example, he needs to personally contact the major donors and those who contribute to the church in other ways to both thank them for their generosity and to hear their concerns. This needs to be done on a face to face basis annually. He should also work with the stewardship committee to identify donors who might be persuaded to increase their pledges to the major donor category.

### **Minister's response**

I agree with Board that we need a team effort to make this a strong church canvass. I am already very excited by the composition of the new team. I believe we are in a position to keep best practices of the past while also responding to the ways churches are changing. Since this is an important priority for the Board I recommend the book *Not Your Parent's Offering Plate: A New Vision for Church Stewardship* by J Clif Christopher especially as it relate to different ways to ask based on age or stage of life. As for the minister focusing in on big donors, we may need to broaden the conversation. When I first began working here there was a lot of reactivity to even a big donor event (a practice which I have encouraged and supported) and I was told that previous ministers had been friendlier to bigger donors than others (I will be the first to admit that may be entirely unfair but as conflict resolution experts tell us “Perception is reality” at least in the minds of the perceivers.) Another approach that may not have the same reactivity would be to recruit Leadership Giver Team (larger donors) to recruit people to join them as Leadership Givers. Sometimes wealthier people know best how to approach wealthier people. As one personal said, “I consider a request for less than \$10,000 an insult) well that would never occur to me before I heard it. Having said this, I would be happy to work with the Canvass team and approach anyone the team asked me to approach.

#### **4. Denominational Affairs – Rating: 4**

##### **Positive**

This seems to be a strength for Chris. The focus on the Cluster is a new concept, and he seems to be defining exactly what that will be for him and our church.

##### **Areas for improvement**

The only comment here is that he may be overly involved in denominational affairs and that he may need to scale back his activity.

##### **Minister's response**

Since my self-evaluation was written before summer break I have learned that I have been officially requested to serve as a chaplain to the Unitarian Universalist Board of Trustees (which I mentioned was a possibility) After reviewing the responsibilities I agreed to take the position for two years (the usual term.) It will surprise no one to learn that the responsibilities are somewhat larger than advertised. Even so they are manageable. This will involve three meetings in Boston per year and attendance at General Assembly all of which is funded by the UUA. Since this is the highest level of UUA responsibility that I've held and a comparatively short term I will make this the bulk of my denominational responsibilities for 2018-2020.

#### **5. Public Ministry – Rating: 4.5**

##### **Positive**

We can be very proud of our Minister and his active, public role in the community. It is especially important for there to be a rational and articulate spokesperson for liberal causes in a relatively conservative community. Our only question is whether time spent on these activities is detracting from time devoted to the TVUUC community itself.

##### **Areas for Improvement**

Chris should work to include more members of the congregation in public ministry activities. This goes beyond big events such as the MLK parade or the Pride celebration but inviting individuals to become personally involved in various activities and helping them take ownership in them.

The board encourages Chris to try to use social media more effectively. One possibility is to start a "Reverend Chris Buice" page as a form of public ministry. We take as a model a UCC minister in Portland, OR, Rev. Chuck Currie. He has a Chuck Currie Facebook page where he posts personal and family items and a Rev. Dr. Chuck Currie page which is a running commentary on social justice issues. Chris could post links to important issues and to direct

people to his blog.

### **Minister's response**

Thanks for recognizing the importance of public ministry as a high priority for me. While this is an oversimplification it has been said, "There are little known churches with well known ministers and well known churches with little known ministers – church growth is served best by the later." For this reason, I have chosen public ministry strategies that put many different faces and voices out there representing TVUUC. I do believe we get more media coverage and more social media hits because of this approach.

## **6. Intern Supervision – Ratings: 5**

Positive

Pam Johnson and the previous two interns have all been especially outstanding. It has been a joy to work with them and watch them develop their ministerial skills. We have to believe that Chris deserves a lot of the credit for choosing such stellar interns, mentoring them, and then giving them space to learn and shine.

### **Minister's response**

The key to this high rating is picking good interns and receiving vicarious praise for their strengths. I have actively recruited stronger than average interns (understatement) 1) because I believe this to be a great teaching congregation 2) Over the last 10 years we could not afford the luxury of a loser but needed people with strong pastoral care instincts, training and skills. I do think my Quaker training in discernment of gifts for the ministry has been helpful in guiding already strong interns into a clearer sense of their ministry.

## **7. Adult Religious Education – Rating: 4**

Positive

We understand that Chris is an excellent teacher and facilitator. We also applaud his attempts to emphasize cultural diversity in educational activities. Is it unrealistic to suggest that we should have even more classes taught, and educational activities led by him? We hope, as well, that attendance at some of the programs could be increased. Lauren has improved the publicity for these activities; I hope Chris can work with her to increase awareness even more.

### **Minister's response**

I was glad to see the board write "is it unrealistic to suggest that we have even more classes taught?" as this is an important part of my calling to the ministry, fostering smaller classes and

learning communities. I am focusing on daytime offerings this fall to reach out to those who can't drive at night and close to church potluck time to support community building. I plan to keep my pattern of offering two classes, one in Fall and the other in Winter. This is in addition to educational field trips to KICMA events that help build ties with African American Church and this year also the Hindu and India communities. My dream is to pull both efforts together with a forum on Martin Luther King and Gandhi.

### **Final Thoughts – Overall Rating: 4**

We think Chris needs to talk with the board about his long-term personal plans. He has been at TVUUC for 17 years, much longer than any previous minister. How does he envision his future in the ministry? Does he plan to retire from TVUUC or, now that his children have graduated from college, move to another congregation?

Chris voiced concern this past year about all the demands placed on his time. We hope the leadership helped to clarify the vast number of discretionary hours he enjoys. The Board may need to address its priorities for his time.

Chris's closing personal remarks indicate his recognition that we need a new direction, more energy in several areas. We hope he will put energy into the Mediation Program, or some other Right Relations approach. Finally, we are pleased he raised church growth as a concern.

### **Minister's response**

I welcome a conversation with the Board about long range thinking for ministry. I serve at the pleasure of the congregation I would appreciate some guidance from the board about what best serves the congregation's needs. While it might seem helpful for me to state "my" long range plans it would probably be more productive to talk about "our" long range plans and work together in concert accordingly.