

TVUUC Board Meeting

March 19, 2019

Board Members Present: Matthew Blondell; Denise Coleman; Debbie Ellis; Ginna Mashburn; Ryan McBee; Robby McMurry; Wendy Syer; Terry Uselton; Erven Williams

Ex Officio/Visiting: Chris Buice; Claudia Pressley

Financial Report and Discussion

Robby McMurry distributed a copy of the financial report through February, including a list of restricted accounts and the current balance in each. Robby clarified that the January statement had included an amount of approximately \$14,000 (labeled “to be allocated”), representing pledges received after the original budget. The February statement now shows that this amount has been allocated to personnel, as requested by the Personnel Committee.

Some restricted accounts still show a negative balance. There was a discussion about why this might occur and who approves the use of the restricted accounts. Chris and Claudia reported that payments from the restricted account must be approved by the church member responsible for that account. However, those persons may not be aware of the current balance in the account before they approve payments. They also may not know that they can request an account statement at any time. **It was decided that the Finance Committee, Program Council and/or staff would send a message to the contact people for all restricted accounts to remind them that they can request such a statement. It is especially important to reach out to the groups that currently have a negative balance.**

It was also suggested that some provision should be made for groups that still have a negative balance at the end of the fiscal year to bring them up to a zero or positive balance.

There was also a discussion about Board approval of the financial reports. Robby clarified that the Finance Committee has been charged with making many financial decisions without Board approval for each one.

Stewardship Campaign

As of the date of the Board meeting, pledges received during the recent Stewardship Campaign totaled about \$436,000. Members of the Stewardship Committee and others are now calling all those who did not submit pledge forms to clarify their intentions.

Because this was the first year an “evergreen” option was included on the pledge form, there is still some confusion when members have set up monthly or other regular payments, but have not specifically indicated that they intend to continue this. This instruction can be given by phone and Claudia will fill out the form on behalf of the member to change the pledging status to evergreen.

With help from Ginna, Denise Coleman is in the process of creating a team of people to head the continuing stewardship efforts (managing both the 2020 spring pledge campaign and the continuous effort to highlight stewardship needs throughout the year.) The current plan is to designate February as Stewardship Month for the 2020 pledge campaign.

Worship Committee

The Worship Committee has distributed a short survey to the congregation, soliciting opinions about the worship services. The deadline for responding is March 26. The training for Worship Associates will be held on April 14. Anyone interested in volunteering as a Worship Associate is encouraged to attend.

Long Range Planning Committee

Denise Coleman gave a report from the Long-Range Planning Committee. Rather than creating a five-year long range plan, they have decided to use a different approach for planning for the church's future by creating a "living document" that will be reviewed about every six months. This document will be referred to as the "Vision Canvass" and is divided into the following categories:

- Key Partners
- Key Activities
- Key Resources
- Value Proposition (Mission)
- Customer Relationships (Marketing and Service)
- Channel (Message Distribution)
- Customer Segments (Focus Groups)
- Cost Structure
- Revenue Streams (Growth)

Board members discussed the draft planning document and offered suggestions for additions to the categories and the rewording of some statements.

Minister's Report

Senior Minister Chris Buice reported on several issues and provided some handouts. This meeting is his last Board Meeting before he leaves on sabbatical. He will be returning in the beginning of August.

One handout was a self-evaluation, responding, in particular, to some comments from the 2017-18 Board. Chris also noted that he has cut back on his involvement with the East Tennessee Unitarian Universalist Cluster, due to his new responsibilities with the national UUA. He has asked Mark Mohundro to serve as TVUUC's representative to the East Tennessee UU Cluster. He stressed the need to establish some means of regular communication between Mark and both the Board and the Program Council. He noted that working with neighboring UU churches offers opportunities to collaborate in several areas such as stewardship and the OWL program.

The Board noted that relatively few TVUUC members attend the annual General Assembly of the UUA and discussed how this number might be increased. One suggestion was to have some official delegates participate on-line rather than travel to the site of the meeting.

Chris reported that the staff has decided to combine the duties of Pastoral Care and Membership Coordination into one full-time position. [Both Lauren and Pam Johnson will be leaving their positions in the fall of this year, allowing for this reallocation of duties.] The staff plans to interview (a) candidate(s) for this new position before Chris leaves for sabbatical. The position will be filled on an acting basis for the first year. The staff is still discussing the best way to allocate the communication part of Lauren's current duties.

Related to Chris's upcoming, four-month absence, Claudia handed out a page of information related to her role during this time. She will be the "Executive in Charge" and will call on the Board and others for assistance if needed. She feels confident that things will continue to run smoothly. She provided her phone numbers and e-mail to be used if needed.

Chris also handed out an updated list of speakers for Sunday services from now through August 25.

Use of *Realm* by Church Members

Claudia distributed a report prepared by her and Lauren Hulse about the use of the church directory in the *Realm* software. It has been noted that many members have not yet set up their own *Realm* accounts. Many of those that have done so have not changed their privacy setting from the default of “staff and leaders only”. (202 members have not set up any *Realm* account. Of those who have, 147 have not changed their privacy setting from the default; it is impossible to know how many of these have made this a conscious decision.) The result is that most members cannot view contact information for other members, even if they know how to do this.

The staff is recommending the following plan to make the *Realm* directory more useful to members:

- Contact by e-mail both those who have not set up any *Realm* account, and those who have not changed their privacy settings. Provide instructions for changing the privacy settings, if they desire.
- Also provide the option for members to give written permission to the staff to update the settings and profile information in *Realm*, if they prefer.
- Use several other means of communication to the entire congregation to increase awareness of *Realm* and its functions.
- Use a volunteer team to telephone those who have still not created a *Realm* account or updated settings.
- Update New Member paperwork to include setting preferences in writing so that staff can update *Realm* for them.

Miscellaneous

- John Buehrens (former TVUUC Minister, and former UUA President) will be the Visiting Minister on April 7. Plans have now been made for a reception on April 6 at the Downtown Grill and Brewery for church members to meet with him. The event will begin at 6:00 p.m. and those attending will be able to purchase dinner and/or drinks if they choose. Ginna will include an announcement of this event in the newsletter and invite everyone to attend. They should, however, sign up ahead of time so we know how many will attend. Claudia will create an on-line sign up form for this.
- Matthew Blondell reported that the Program Council has decided it does not have the resources to create and manage informal dinner groups, as some had requested. Instead, they will encourage individual members to initiate such groups or to organize one-time events and extend invitations themselves.
- Ginna is currently working on a form to be used for the evaluation of the Board.
- A suggestion had been given by a church member during the Sunday “Fireside Chat” to place a rainbow flag near the main church sign on Kingston Pike. Chris explained that we are limited by zoning laws, but that it is possible to place signs in that area on a temporary basis.
- Reminder: Board members are encouraged to attend staff meetings, Program Council meetings, and Religious Education classes. An on-line sign-up form is available in *Realm* ([20190219 Visitation Sign Up Sheet](#) under Forms.) Be sure to sign up for visiting so we do not have too many Board members at one meeting.

Submitted by Wendy Syer, Secretary to the Board.

Board Agenda

Tuesday, March 19, at 7.00 p.m

Approve Minutes -- Wendy

Finance Report -- Robby

Stewardship Update -- Bill

Worship Committee Report -- Elnora

Strategic Planning Committee - Denise

Minister's Report -- Chris

Board Evaluation -- Ginna

Program Council Meeting - Matthew

Realm Update - Claudia

Tennessee Valley Unitarian Universalist Church

BALANCE SHEET

February 2019

Assets

Home Federal Checking	101,269.13
Home Federal Savings	24,145.78
Home Federal CD	56,308.19
Gift Card Inventory	27,178.40
Total Assets	<u>208,901.50</u>

Liabilities

Advance Pledges	32,820.00
Audit Payable	5,000.00
Total Liabilities	<u>37,820.00</u>

Equity

General Fund	54,858.26
Operating Fund	46,729.90
Restricted Funds	69,493.34
Total Equity	<u>171,081.50</u>
Total Liabilities and Equity	<u>208,901.50</u>

Tennessee Valley Unitarian Universalist Church

RESTRICTED FUNDS

February 2019

Restricted Funds

Memorials	9,714.89
Endowment Liability	25.00
Garden Endowment Project 2019/2020	7,390.58
Furnishings	500.00
Intergeneration Playground	248.98
Community Garden	642.11
Sacred Grounds	242.51
Memorial Garden Fund	4,235.01
Solar Fund	7,000.00
Special Music	552.75
Art Gallery	4,729.85
Flowers	1,806.68
RE Special Projects	3,420.34
RE Youth Trips Fund	3,034.12
Campus Ministry	115.10
RE Middle School Fund	47.45
Childrens Diversity and Justice Library	199.56
Leadership Development	150.81
Meals & Social events	(1,088.56)
Small Group Ministry	(111.39)
WUOT Underwriting	300.00
TVUUC Alliance	4,076.45
Fall Retreat	148.21
Personal Beliefs and Commitments	500.00
Minister's Sabbatical	3,491.87
Mountain Camp Scholarship	875.07
Ordination Account	636.28
Special Collections	1,064.95
Refugee Task Force	(23.77)
FISH	1,912.70
Family Promise	1,529.12
Volunteer Ministry Meals	152.29
Helping Fund	3,011.43
Women in Crisis	243.54
Haiti Education	60.00
Environmental Concerns	(121.35)
Social Action Grants	44.38
Hops and Hope 5K Run	1,471.56
Advancing Equality Fund	2,236.91
Black Lives UU	4,483.91
A Seat at the Table	544.00
Total Restricted Funds	69,493.34

Tennessee Valley Unitarian Universalist Church

BUDGET VS ACTUAL

February 2019

	<u>YTD ACTUAL</u>	<u>YTD BUDGET</u>	<u>Annual BUDGET</u>
Revenues			
Pledge Contributions	358,426.85	300,685.28	451,027.93
Share the Plate - TVUUC portion	8,144.66	12,820.50	20,000.00
Non-Pledge	7,135.17	10,666.64	16,000.00
Prior Year Pledges	-	6,000.00	8,000.00
Anticipated new pledges	250.00	4,000.00	6,000.00
Shopping cards	8,963.93	5,333.36	8,000.00
Auction	22,085.77	23,500.00	23,500.00
Rummage Sales	-	-	9,300.00
Building Rental	5,716.30	10,666.64	16,000.00
Other Income	851.07	1,033.28	1,700.00
Total Revenues	411,573.75	374,705.70	559,527.93
Expenses			
Personnel	284,086.75	284,181.28	426,687.71
Church Mortgage	641.51	-	-
Building and Grounds	46,907.95	49,094.48	73,641.78
Operations	17,422.19	15,318.96	23,178.44
Denominational Connections	11,610.00	11,610.00	23,220.00
Programs	4,175.45	7,533.28	12,800.00
Total Expenses	364,843.85	367,738.00	559,527.93
	46,729.90	6,967.70	-

Tennessee Valley Unitarian Universalist Church

PERSONNEL

February 2019

	YTD <u>Actual</u>	YTD <u>Budget</u>	Annual <u>Budget</u>	
<u>Salaries and Wages</u>				
510501 · Minister Salary	46,136.67	44,766.67	67,150.00	
510502 · Minister Housing	17,307.72	16,666.67	25,000.00	
510511 · Dir Administration Salary	39,104.54	37,675.21	56,512.81	
510521 · Dir LRE Salary	36,577.69	35,241.87	52,862.81	
510531 · Dir Music Salary	17,123.83	16,508.54	24,762.81	
510538 · Music Program Assistant Salary	6,246.54	5,888.54	8,832.81	
510541 · Admin Asst Wages	18,880.95	16,341.87	24,512.81	
510551 · Custodian Salary	5,529.25	5,824.00	8,736.00	
510553 · Sexton Wages	4,939.20	4,134.67	6,202.00	
510561 · MCC Salary	21,796.99	21,008.54	31,512.81	
510571 · YPC Salary	5,100.00	4,898.67	7,348.00	
510572 · RE Assistant Wages	5,127.29	4,160.00	6,240.00	
510581 · Childcare Wages	5,314.41	6,000.00	9,000.00	
510601 · Ministerial Intern Salary	6,375.06	5,666.67	8,500.00	
	235,560.14	224,781.91	337,172.86	
<u>Payroll Taxes</u>				
510505 · Minister Salary P/R Tax Expense		4,699.65	7,049.48	7.65%
510515 · Dir Administration P/R Tax Expense	3,119.28	2,882.15	4,323.23	7.65%
510521 · Dir LRE P/R Tax Expense	2,254.48	2,696.00	4,044.00	7.65%
510531 · Dir Music P/R Tax Expense	1,336.03	1,262.90	1,894.35	7.65%
510537 · Music Program Assistant P/R Tax Expense	451.94	450.47	675.71	7.65%
510541 · Admin Asst P/R Tax Expense	1,444.42	1,250.15	1,875.23	7.65%
510552 · Custodian P/R Tax Expense	419.86	445.54	668.30	7.65%
510554 · Sexton P/R Tax Expense	357.25	316.30	474.45	7.65%
510561 · MCC P/R Tax Expense	1,630.63	1,607.15	2,410.73	7.65%
510583 · RE Staff P/R Tax Expense	1,192.68	1,151.99	1,727.98	7.65%
510601 · Ministerial Intern P/R Tax Expense	487.74	433.50	650.23	7.65%
	12,694.31	17,195.82	25,793.70	
<u>Retirement</u>				
510503 · Minister Retirement	4,439.13	4,607.50	6,911.25	8%
510512 · Dir Administration Retirement	2,586.55	2,637.26	3,955.90	7%
510522 · Dir LRE Retirement	2,419.61	2,466.93	3,700.40	7%
510532 · Dir Music Retirement	1,133.39	1,155.60	1,733.40	7%
510542 · Adm Asst Retirement	1,122.00	1,143.93	1,715.90	7%
510562 · MCC Retirement	1,442.45	1,470.60	2,205.90	7%
	13,143.13	13,481.82	20,222.73	
<u>Health Insurance</u>				
510506 · Minister Health Plan	9,686.20	9,566.71	14,350.07	
510524 · Dir LRE Health Plan	6,798.52	7,174.12	10,761.18	
510563 · MCC Health Plan	1,880.07	4,724.78	7,087.16	
	18,364.79	21,465.61	32,198.41	
<u>Other Personnel Costs</u>				
510504 · Minister Professional Expense	2,762.47	2,666.67	4,000.00	
510802 · Workers Comp Insurance	251.00	1,533.33	2,300.00	
510815 · Staff Professional Expenses	1,310.91	3,333.33	5,000.00	
	4,324.38	7,533.33	11,300.00	
	284,086.75	284,458.49	426,687.71	

Things your Director of Administration needs you to know while Rev. Chris Buice is on Sabbatical

- Chris has done an excellent job of creating a healthy, well-functioning professional staff.
- My most important role when Chris is not on sabbatical is to “Lead From the Second Chair”.
- While Chris is away, I will be the Executive in Charge. This means that while decisions may come my way I will have a huge support network including the shared experience of all of you on the TVUUC Board and I will be communicating frequently with you and encouraging you to communicate with me.
- I have now been the Director of Administration at TVUUC for 4 years. Before that I was the Director of Administration for a large downtown liturgical church for 17 years. This is not the first time Chris has been on sabbatical since I have been here and I also have experience with other Pastor sabbaticals at my previous church.
- My goals during Chris’s sabbatical is to continue to bring stability to TVUUC. To champion the “church culture” – that intangible atmosphere in which the church functions. To implement effective processes, to lean into congregational unrest and to be the glue for the staff. When someone leaves my office I hope they feel strengthened, affirmed and that they and the church are on solid ground.
- The challenge will be to be keenly aware of the tension between what is accomplished (tasks), and how people are treated (relationships) during the process of doing ministry. To be the church that we are called to be.
- I can be reached at the church office: 865-523-4176 x102
- E-Mail: claudiapressley@tvuuc.org
- My personal cell phone: 865-566-8409

I am honored to be in ministry with you.

Peace,

Claudia

I. Introduction

A great many of our members have not yet updated the personal privacy settings associated with their Realm account. Compounding this issue is that many members have not yet set up their Realm account at all. The resulting issue is that many members' contact information is limited to the default privacy setting of "Staff + Leaders". This default setting is intended to protect our members' privacy, and allow them to make an informed decision about sharing their contact information if they wish to do so. The unintended outcome is that the majority of members do not have contact information listed in Realm, limiting Realm's functionality as a directory.

This is primarily an education and awareness issue – we have simply not reached the level of adoption that is necessary for the new system to function as a directory. Of our 439 members:

- 202 still have not set up an account.
- 147 have an account and have not changed their personal privacy setting from the default of "Staff + Leaders" (it is not possible to know how many of these members have intentionally chosen to keep this privacy setting vs. those who are not aware of the need to update.)
- 90 total members have changed their personal privacy setting from the default
 - 40 expanded to "Everyone"
 - 33 expanded to "Groups + Leaders + Staff"
 - 17 restricted to "Staff"

As Membership and Communication Coordinator I have been asked by the Executive Team to provide my recommendations to the Board of a solution that maximizes the functionality of our online directory. The following are informed by research in Realm's support resources and through professional colleagues in the Unitarian Universalist Association of Membership Professionals.

II. Recommendations

Phase 1: Large Scale Communication push targeting three groups. Group A: Members who have not yet set up accounts (202), and Group B: Members who have accounts but have not updated their personal privacy setting (147). Group C: The congregation at large.

Group A: Receive email invitation to Realm including specific instructions regarding privacy settings *and* the option to provide written permission to staff members to change personal privacy settings, opt-in to online directory, and/or update profile photo.

Group B: Receive personal email including specific instructions regarding privacy settings *and* the option to provide written permission to staff members to change personal privacy settings, opt-in to online directory, and/or update profile photo.

Group C: Congregation-wide communications geared towards education and awareness will also include: Newsletter, Facebook, Order of Service, and announcements in service.

Phase 2: Continue communications following the above stated model & Realm's recommendations for congregational roll out pertaining to the particular issues of account creation & individual privacy settings (see Section III).

Phase 3: Direct contact – A volunteer phone bank may make follow up phone calls to individuals who have not, after completion of Phase 1 and 2, created their account or updated their privacy settings to offer information and direct support in achieving these aims. A volunteer team willing to work on Administrative tasks is available to assist with the support of staff. For example, a member who is not interested in/able to set up an account can still be manually opted in to the online directory and have personal privacy settings updated on the backend *if we have their explicit permission*.

Future recommendations: Moving forward, New Member paperwork may be updated to include an option to specify individual privacy setting preferences in writing. Staff may then update these settings on the back end when individuals join the church, eliminating the issue currently at hand.

III. Realm Communication Resources

Encourage Everyone to Update their Profile

Consider language like this:

"Everyone in our church gets a unique profile. Your profile contains everything you want people in our church to know about you. Your profile also enables you to join a small group, RSVP to events, track your giving, update your contact information, change family details, set notification preferences, or replace that outdated family photo."

Optional Details

"By keeping your information current, you are helping our staff, group leaders, and our church community. Your Profile includes:

- Contact Information* (e.g. name, address, email, phone)
- Photo
- Family Members
- Personal Information (e.g. marital status, birthday**, etc.)
- Connected Social Media accounts

*You can decide later what data you want to hide online by setting your privacy preferences.

**Feel free to enter your full birthday. The year and your age will not be displayed on your church directory profile."

Notes About Privacy

We've discovered that privacy concerns can be the main obstacle to getting congregants signed in and using Realm. Convey the following info to put their minds at ease:

Your information is your information.

1. You have complete control over who can see your contact and personal information.
2. Contact information is never public or searchable on the Internet. Any information you elect to make visible to your church family is always protected behind a login.
3. Authorized staff will always have access to your profile information.
4. You and certain authorized staff may update your profile information. In some cases, your group leader may update your contact information if you have made it visible to group leaders.
5. For safety reasons, sharing contact and personal information for children under 18 is limited. Parents determine whether or not to display their child's name in the church directory.
6. Children under 13 may not participate and will not be able to sign in.

What People May See

By default, the viewing of your contact and personal information is limited to ~~members of groups you are in~~, group leaders, and staff members. If you choose to, however, you can make your information visible to the entire church. But if you prefer to be more private, you can customize how people see specific information*.

- **Contact Information:** Name, Address, Phones, and Email.
- **Personal Information:** Marital Status, Family Position, Member Status, but you also have the option of sharing your birthday, gender, allergy information, and skills with people in your church.

**If you are a group leader or host an event, certain contact information may be visible regardless of the settings you choose.*

Privacy Settings

- **Everyone**—Like a church directory listing, everyone in our church will be able to see whatever profile information is marked as visible to everyone.

- **My Groups + Group Leaders + Church Staff**—This setting means information will only be shared with the people you are involved with at church. This is the default setting.
- **Group Leaders + Church Staff**—You would use this setting if you wanted to keep some profile information hidden from anyone who is not a group leader or on staff.
- **Church Staff Only**—This setting effectively removes you from the church directory. Your information will only be available to authorized church staff.**
- **Custom Privacy**—Choose different privacy levels for specific contact fields and personal information. You can do this in two places: when you edit your profile information or when you manage your privacy settings.***

***While you can hide the majority of your information from most of your church, you should know that, regardless of your settings, contact data will still be visible to certain members of our church staff.*

****The Directory page shows all individuals who have a login, along with individuals without a login who have been opted-in to the directory. Currently, individuals with a login cannot opt out of being listed in the directory.*

Family Privacy

A family member with a primary position such as "Head" or "Spouse" can change privacy settings for other members of the family and opt family members into the church directory.

Birthdays are required for children (as a means to prohibit access), but it's up to you if you want to share the birth date with your church family.

Feel free to post this privacy statement video on your site.

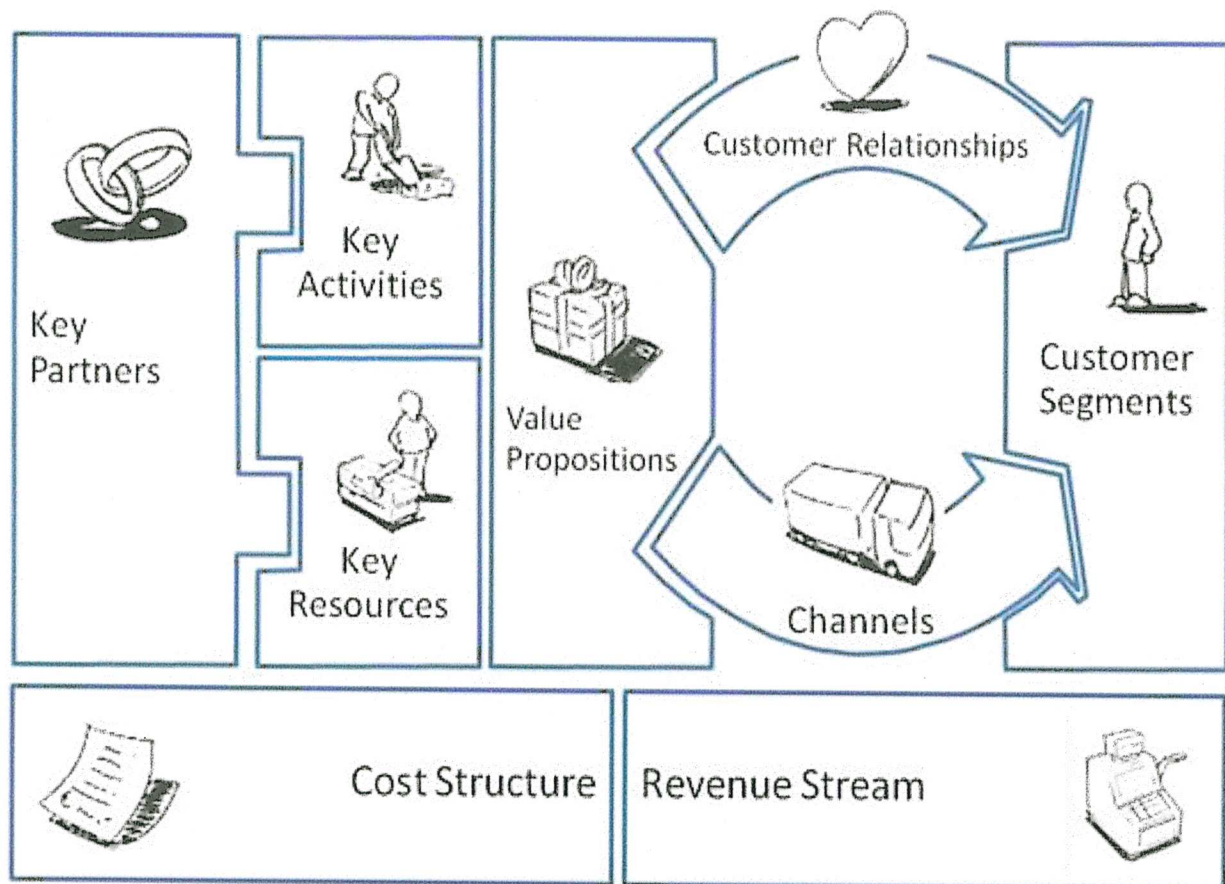
Embed code:

```
<iframe src="https://player.vimeo.com/video/176604542" width="640" height="360" frameborder="0"
webkitallowfullscreen="" mozallowfullscreen="" allowfullscreen=""></iframe>
```

Direct link: <https://player.vimeo.com/video/176604542>

For more details, please refer to Realm's Privacy Policy at: <http://www.ocstechnologies.com/company/privacy-policy>

Business Model Canvas



<div><div>Key Partners</div><div><div>1. Civic Leaders in the local area</div><div>2. Other "like-minded" churches in the geographic area</div><div>3. Local colleges and universities</div><div>4. Local area businesses with social justice agendas</div><div>5. Local area donors and foundations</div><div>6. The Unitarian Universalist Association (UUA)</div><div>7. East Tennessee Unitarian Universalist Cluster</div></div><div><div>* Items <u>can</u> be numbered to indicate priorities by BOD as situation and feedback dictates.</div></div></div>	<div><div>Key Activities</div><div><div>1. Pastoring and Pastoral Care</div><div>2. Educating, increasing social awareness, and motivating commitment and involvement of congregation</div><div>3. Mentoring and youth development</div><div>4. Social justice activism</div><div>5. Staff and church leadership development</div></div></div>	<div><div>Value Proposition (Mission)</div><div><div>1. A welcoming community that nurtures spiritual growth and challenges people to transform the world through acts of love and justice</div><div>2. A religious community where people of all faiths can find common ground and feel empowered to work for the common good</div><div>3. An atmosphere/culture that fosters creativity, authenticity, and tolerance</div><div>4. A community center meeting place that facilitates connectivity, cooperation, and collaboration</div><div>5. A strong commitment to welcoming and supporting the LGBTQ+/TGQNB and other disassociated communities</div></div></div>	<div><div>Customer Relationships (Marketing and Service)</div><div><div>1. Increased community awareness of congregational activities and programs</div><div>2. More active promotion of Religious Education (Youth and Adult)</div><div>3. Outreach at interfaith activities</div><div>4. Improved marketing efforts through managed campaigns in low cost local and social media</div></div></div>	<div><div>Customer Segments (Focus Groups)</div><div><div>1. Attract people of all ages, ethnicities, and backgrounds in the Knoxville area</div><div>2. Attract more young people willing to participate in church leadership</div><div>3. Improve ability to meet needs and expectations of long-term members and donors</div></div></div>
	<div><div>Key Resources</div><div><div>1. Effective Governance</div><div>2. Building and Grounds that attract individuals and groups and accommodate growth</div><div>3. Staff members that are knowledgeable, welcoming, good listeners and problem solvers</div><div>4. Technology that facilitates effective presentations, collaborative communications, accountability, and ease of use</div><div>5. Music Program that provides inspiration and supports sermon</div></div></div>		<div><div>Channel (Message Distribution)</div><div><div>1. Doing church in the building by expanding services</div><div>2. Doing church in the community by participation in and providing leadership for priority events</div><div>3. Facilitating involvement with civic action groups</div><div>4. Distributing church message through social media, video/pod casting, and newsletters</div></div></div>	
<div><div>Cost Structure (Budget)</div><div><div>1. Building and grounds maintenance, update, and expansion</div><div>2. Staffing resource support and compensation equity</div><div>3. Technology updates, management, and training</div><div>4. Outreach to environmental, governmental and other faith groups</div><div>5. Furniture, Fixtures and Equipment to accommodate desired/anticipated programs and events</div></div></div>			<div><div>Revenue Streams (Growth)</div><div><div>1. Increased membership and giving through more widespread awareness of the benefits provided by the church to members</div><div>2. Auction, Book, and Rummage sales</div><div>3. Tithes and offerings (stewardship campaigns, fundraising events, online giving, etc.)</div><div>4. Pastor's and member's speaking, workshops, and book opportunities</div><div>5. Outside Donations, Outside Fundraising Events, Endowments, Grants, Facilities Rentals etc.</div></div></div>	

TVUUC Worship Committee

March 19, 2019

Members: Elnora Williams, Chair, Aisha Brown, Will Dunklin, Leslie Gengozian, Gordon Gibson, Mark Mohundro, Claudia Pressley, Kate Shaklee and Chris Buice

Meetings are held the fourth Tuesday of the month @6pm.

The Worship Committee is conducting a member/friend Worship Service Opinion Survey this March. The link to the survey was in the early March newsletter.

The plan is to conduct two or three surveys a year focusing on various aspects of the worship service. The March survey and future survey results will be shared in a series of newsletters from various areas. The Committee welcomes comments from members with plans to strengthen our worship experience. Questions from members of the Board, Program Council and others for future surveys are welcome. Individual surveys are available in the office to elderly members without access to a computer.

Minister's Sabbatical: April 1-August 1, 2019

Minister's Sabbatical announcements of Sunday Worship Service speakers, point of contact persons and appropriate contact information were presented by the minister, Chris Buice in the March 14th newsletter.

Forums: A series of Forums have been planned for the spring and summer.

Worship Associate Training will be held April 14th, 1-4pm
Workshop Trainer: Pam Johnson

Church Attendance: All attendance information is located on Realm.

February 3-221, Feb. 10-208, Feb.17-173, Feb. 24-182, March 3- 195, March 10-163

Submitted by Elnora Williams



Robert McMurry <rrmcmurry@gmail.com>

Board Meeting Update: Stewardship

1 message

Bill Myers <myers27@gmail.com>

Mon, Mar 18, 2019 at 10:00 AM

To: Mashburn Ginna <ginnamashburn@gmail.com>, jeff Kovac <jkovac@utk.edu>, Denise Coleman <dwcoleman@cystrategy.com>, Robby McMurry <rrmcmurry@gmail.com>, Pressley Claudia <claudiapressley@tvuuc.org>, Buice Chris <chrisbuice@tvuuc.org>, syer <syer@utk.edu>, Athanasios Bayiates <athanasios.bayiates@gmail.com>, Matthew Blondell <mwblondell@gmail.com>, "Deborah R Ellis, dellis1111@bellsouth.net" <dellis1111@bellsouth.net>, "M. R. McBee" <mrmcbee@icloud.com>, Terry Uselton <terrymu@aol.com>, Erven Williams <enwill@att.net>

Good Morning Fellow Board Members,

Looks like I will not be able to attend the board meeting on Tuesday, thus I wanted to send an update on Stewardship.

As of this morning we have \$425,265 pledged for 2019-2020.

The total budget amount for this year (2018-2019) is \$484,443. This means we are currently \$59,178 off our minimum goal.

This current year (last year's campaign) we had a total of 259 pledges. So far for 2019-2020 we have 184 pledges. This means we still have 75 folks yet to pledge. We have divided the remaining 84 folks who pledged last year but have not pledged this year amongst 13 folks. These people are being contacted and will continue to be contacted until they either pledge or state they will not be pledging. The reason for the small difference in total pledges is folks who pledged this year but did not pledge last year (new pledges).

The main "talking" point delivered to folks who have not yet pledged is something like this:

Pledging to the church solidifies our budget. It is the only way our staff and Board can properly weigh, decide upon, all the programs, activities and social justice efforts in which our church wishes to support. An accurate budget enables all of these efforts to be managed appropriately. Not knowing our overall budget prevents the approval of many of these important church initiatives. Yes, church service plate donations are a wonderful way to give to the church, but they do not help the church plan for its future. Only pledges enable to the church to plan for the future.

We hope to wrap this portion, which I call Phase Two, by the end of March. By end of March I hope we will have the answers to the 84 folks who have not yet pledged.

After March, or when we wrap up these 84 un-pledged folks, Phase Three will begin. This phase will work for the next several months (into the summer). This phase will attempt to contact folks who have never pledged. Another adjacent aspect to this is to contact folks

who are not members. Ginna is currently looking for someone to lead this initiative. We do have a contact who might be able to help us be successful at “pitching” these folks on the merits of pledging and joining the church. I plan to be part of this group but not to lead it. This group will also be our first step into a “year-long” Stewardship conversation.

Thank you all for your support with this year’s Stewardship Campaign!

Bill Myers
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