

**Tennessee Valley Unitarian Universalist Church
Annual Congregational Meeting
May 19, 2019**

Call to Order; Rules for Voting and Discussion

Ginna Mashburn, TVUUC President, called the meeting to order at 12:30 p.m., and confirmed that a quorum was present. She also announced that a light lunch would be provided during the meeting, prepared by Matthew Blondell, Joy Fels, Cindy Moffett, and Grier Novinger.

Honoring Volunteers

Jayne Raparelli and Nathan Paki were both recognized for their many years of volunteer service to the church. Jayne Raparelli has recently stepped down as Coordinator of the TVUUC Family Promise Program; Nathan Paki was honored for his service coordinating worship services whenever Senior Minister Chris Buice was absent.

Ginna also thanked the following Board Members who are rotating off the TVUUC Board at the end of June:

- Jeff Kovac, Past President
- Atha Bayiates
- Bill Myers (also Chair of the Stewardship Committee)
- Terry Uselton

Introduction of New Staff Member

Ginna then introduced Jametta Alston who has been hired as the new Assistant Minister, beginning on July 1, 2019. Since Jametta's appointment is for one year, the Personnel Committee will determine by October 1 the procedure for considering an extension of the agreement, one acceptable to both the church and Jametta. Jametta is an ordained Minister in the United Church of Christ, as well as an attorney. The new position of Assistant Minister will combine the pastoral care duties currently held by Ministerial Intern Pam Johnson, and the membership coordination part of Lauren Hulse's current position.

Report of Nominating Committee and Election of Positions for 2019-20 Year

Wimberley Thompson, the current Chair of the Nominating Committee, thanked the other members of the Nominating Committee:

- Ted Jones (who becomes chair in July)
- Betty Bumgarner
- Barbara Johnson
- Mark Mohundro
- Mary Touchton
- Denise Coleman, TVUUC President-elect (*ex officio*)

Wimberley then presented the full ballot to the congregation, and asked the nominees to stand.

Nominees presented to the congregation for a vote were:

President-elect: Matthew Blondell

Treasurer-Elect: Viren Lalka

Secretary-Clerk to the Board: Wendy Syer

At-Large Board Members (Three-year term): Eddie Chin, and Justina Hyfantis, and Jamie Watts

At-Large Board Member (one-year term completing term of Matthew Blondell): Alice Woody

Endowment Fund Committee Members: Bill Hotz and Andria Yates

Nominating Committee Chair-elect: Laurie Knox

Nominating Committee Members: Roy Kersey and Lance McCold

There was a call for further nominations from the floor, but none were offered. A motion to close the nominations was seconded and approved.

After the Treasurer's Report, paper ballots were marked and collected for counting by Board members. Later in the meeting, it was announced that 90 votes had been cast, with all voting to approve the full slate of nominees. **The President declared that all candidates were elected.**

According to current church bylaws, the **Rising Chair of the Program Council** is not elected by the congregation, but rather appointed by the Board of Directors. A handout given to members stated that The Nominating Committee has nominated Jamey Dobbs for this position. The Board will vote on this appointment at its June meeting.

Treasurer's Report

Robby McMurry, TVUUC Treasurer, gave a financial report for the 2018-19 year and presented the budget for the 2019-20 fiscal year, which begins on July 1.

Highlights of his report included the following:

- The amount raised during the recent Pledge Campaign is more than last year, but still not enough to fund all salaries and programs at the requested levels.
- The budget includes anticipated income of \$11,902 for pledges not yet received.
- While the majority of church revenue comes from pledges, it also includes anticipated income from the rummage sale, auction, gift card sales, and room rental.
- The 2019-20 budget includes the estimated value of a car offered to the church by a member to be sold.
- The budget includes the cost of a new and much-needed telephone system and the one-time cost of purchasing a software program (Basecamp) for the use of the Strategic Planning Committee.
- A new fund has been created to assist with pastoral care duties.
- The cost of grounds maintenance has increased.
- In accordance with UUA policy, the church's contribution to the UUA will increase by 10%. (The alternative would be to contribute 6.75% of the church's operating budget which would have cost more.)

A member asked if the 2019-20 budget will permit any increase in staff salaries. Robby responded that the current budget does not allow for any salary increases. If more than \$11,902 is received in new pledges, the amount will first be allocated to the reserve fund; any excess may be designated for salary increases. [Church policy states that three months' worth of budgeted expenses should be kept in reserve. As the reserve was used last year to retire the mortgage, the reserve fund is now being increased to the three-month level.] Ginna reiterated the great importance of increasing staff salaries, after several years with no increases. "This is not a hollow goal" she stressed.

Robby also reminded members that they can create some additional income to the church by making Amazon purchases through AmazonSmile. [Instructions: Go to <https://smile.amazon.com> and search for Tennessee Valley Unitarian Universalist Church. Then proceed with the order. 0.5% of the order will then be donated to TVUUC. Starting at <https://www.amazon.com> will not result in a donation to TVUUC.]

The congregation later voted by paper ballot to approve the budget for 2019-20.

Change in the Church Bylaws

A handout given to members proposed the following changes to the Bylaws. These changes have been approved by the Board, subject to approval by the membership:

- The Board of Directors will have “up to two” youth representatives (changed from “one or two”).
- The Chair-elect of the Program Council will be elected by the membership at the annual congregational meeting (starting in 2020.)
- Program Council “Rising Chair” is changed to “Chair -Elect”.
- Personnel Committee will include the Past Chair of the committee.

The proposed changes in the bylaws were approved by the membership. Other, non-substantive changes in wording may be added without a congregational vote.

Redesignation of TVUCC as an LGBTQ+ Welcoming Congregation

TVUCC has been designated as a UUA Welcoming Congregation for the last 26 years. As the UUA requirements for this designation have changed, Mark Mohundro has proposed that we apply for re-designation. Under new guidelines, this designation will need to be renewed annually.

The membership voted by paper ballot to approve the proposal to reapply for the LGBTQ+ Welcoming Congregation designation.

Approval of Minutes

A motion to approve the minutes of the 2018 Annual Meeting was made, seconded and approved by voice vote.

Review of Board Activities

GINNA MASHBURN called attention to the handout listing the goals and activities of the TVUUC Board over the past year. They include:

- Greater visibility of Board activities:
 - ✓ The President has contributed regular articles to the Church newsletter summarizing Board activities.
 - ✓ We added the “Fireside Chat” after each Sunday service, an opportunity to chat with a Board Member.
 - ✓ Board Members have been attending staff meetings and Religious Education programs.
- Greater involvement in the Stewardship Campaign:
 - ✓ A Board member was appointed to head the Stewardship Committee. This facilitated the communication between the Board and the Stewardship Committee.
 - ✓ Board members volunteered to assist with the stewardship campaign.
 - ✓ An attempt will be made to emphasize the need for donations throughout the year.

- Creation of a larger, active, and diverse Worship Committee:
 - ✓ The Worship committee was reformed with Elnora Williams as Chair and several additional members.
 - ✓ Worship Assistants have been chosen to help with services when the Senior Minister is absent; Pam Johnson designed and conducted a training program for the Worship Assistants.
- Renewed emphasis on strategic planning:
 - ✓ The Strategic Planning Committee, chaired by Denise Coleman, has met regularly over the year and created goals for the future of the church.
- Senior Minister evaluation:
 - ✓ The Board conducted an internal evaluation of the Senior Minister, and he responded. The 2019-20 Board will continue this process.
- Other: The Board has
 - ✓ stayed informed of Program Council work.
 - ✓ worked with the Personnel Committee in hiring a new Assistant Minister.
 - ✓ worked within the guidelines of policy governance and the spirit of the church covenant.

Report of the Endowment Committee

Committee Chair Ken Stephenson gave a report from the Endowment Committee. The current balance in the Endowment Fund is approximately \$420,000. During fiscal year 2018-19, approximately \$5000 in gifts has been received, and the fund has generated about \$9500 in interest. Ken stressed the importance of a healthy endowment for the long-term future of TVUUC.

Work continues on the two Endowment projects approved for 2018 and 2019:

- Plans have been made to create an outdoor patio behind the Fellowship Hall, using concrete pavers; construction is scheduled to begin in June of this year.
- A Welcoming Garden is being created in front of the church, near Kingston Pike; a number of native plants have already been planted.

The Committee expects to start accepting proposals for new projects in October of this year.

The Committee also plans to move funds from the UUA Common Ground Fund to a Vanguard Account in anticipation of higher returns from investments.

Members of the Endowment Fund this year have been:

- Ken Stephenson, Chair
- Bill Cherry
- Betty Coleman
- Don Dougall
- Sherry Kasper
- Lillian Mashburn
- Grier Novinger

Share-the-Plate Program

Terry Uselton, Chair of the Share-the-Plate Task Force, reported that nominations will now be accepted for the 2019-20 Share-the-Plate Program. He reminded us that the format for this program changed a year ago, enabling six long-time church-related programs to participate in the Share-the-Plate program without competing with nominated programs. We will use the same model for the coming year, choosing twelve other programs to be chosen by congregational vote from the nominated programs. Each of the twelve programs will receive a share of the collection during two Sundays. Six additional

Sundays during the year are reserved for programs or organizations to be chosen by the Minister. Terry encouraged everyone to consider nominating a program, and then to vote, either on paper or on-line. He feels that this program not only makes a difference to the recipients of the funds, but also makes a statement about who we are as a church.

The six programs to be guaranteed funding from Sunday collections are:

- Family Promise
- FISH
- Lonsdale Mentoring Program
- TVUUC Community Gardens
- Volunteer Ministry Center Meals
- TVUUC Advancing Equality Fund

A question was then raised about how the six programs were chosen for the automatic or “guaranteed” funding. How can a new program, such as the TVUUC Diversity Library, be added to this category? Terry and Claudia Pressley explained that, for the coming year, the Senior Minister could choose the Library for one of the six undesignated Sundays. The Board may want to discuss other options for future years, such as giving the Library automatic inclusion (like the six programs listed above). Another member stated that he felt it is unfortunate that programs with close connections to the church must rely on Sunday collections rather than being included in the annual operating budget of the church. The Board could consider building support of long-standing programs into the regular church budget.

A question was also raised about how much money is contributed to Share-the-Plate programs. Claudia Pressley stated, that she did not have exact figures immediately available but she estimated that \$500 to \$1000 is usually raised during a Share-the-Plate Sunday.

Ginna Mashburn also reported that the TVUUC Diversity Library had a booth at the recent Children’s Festival of Reading at the World’s Fair Site, generating interest in TVUUC itself.

Concluding Comments

Ginna Mashburn expressed her gratitude to Church Administrator Claudia Pressley and the rest of the TVUUC staff for all their work. Claudia, in turn, acknowledged the help she has received from many people in the congregation, especially during the absence this year of Senior Minister Chris Buice.

Ginna then introduced Denise Coleman who will become President in July of this year. Denise stated that it is an honor to serve as President and she looks forward to the coming year. She hopes, in particular, to find new ways to “fund what we love,” exploring ways to find new donors. She thanked Ginna Mashburn and Jeff Kovac for the mentoring they have given her, and Robby McMurry and Wendy Syer for remaining one more year as Treasurer and Secretary, respectively. She looks forward to working with President-elect Matthew Blondell.

The meeting was then adjourned.

*Submitted by Wendy Syer
Secretary-Clerk
6/13/2019*

TVUUC Annual Congregational Meeting

May 19, 2019



**Annual Congregational Meeting
May 19, 2019 at 12:30 pm**



TVUUC Members and Friends,
Just a reminder that Sunday, May 19, Tennessee Valley Unitarian Universalist Church will hold its Annual Congregational Meeting in the Sanctuary at 12:30 pm. We will discuss and review several important congregational matters. Your input and participation are priceless, and we encourage everyone to attend. You must be a member of the church and be checked in before the meeting in order to be able to vote. Absentee voting is accomplished only by using the proxy system, as outlined below.

What: TVUUC Congregational Meeting

When: Sunday, May 19th at approximately 12:30 pm (Immediately after the 11 am service & light lunch)

Where: TVUUC Sanctuary

Physical copies of information will be available in the church office the week before the meeting on May 19.

Agenda for the meeting

The following is the agenda for the meeting.

- **Call to Order**
- **Recognition of:**
 - Jayne Raparelli – Family Promise**
 - Nathan Paki - Worship Committee**
 - Outgoing Board Members - Atha Bayiates, Jeff Kovac,**
 - Bill Myers, and Terry Uselton**

Introduction of Acting Assistant Minister - Rev. Jametta Alston

Report of the Nominating Committee

Proposed budget for 2019-20 -Robby McMurry

By-Laws Changes and Welcoming Congregations Resolution

Approval of the minutes of the June 10, 2018 Congregational Meeting

Brief Review of 2018-19

Report of the Endowment Committee

Share the Plate Information

Election Results

Introduction of the TVUUC Board President for 2019-20

Adjourn

Proxy (Absentee) Voting

If you are a member who is unable to attend and would still like to vote, you can arrange to vote by proxy. This means you may select another member to vote on your behalf. A member may serve as proxy for no more than two absent members. To do so, provide written authorization that the proxy may vote for you (you can do this by emailing the proxy). The proxy will then bring your written authorization or printed email to the church and check in between 10am and 12pm. The proxy will be given a proxy card to show during votes.

We look forward to seeing everyone at the meeting.

**Sincerely,
Ginna Mashburn**

**Board President
Tennessee Valley Unitarian Universalist Church 2931
Kingston Pike
Knoxville, TN 37919**

BIO'S OF CANDIDATES PRESENTED BY THE NOMINATING COMMITTEE

TVUUC Board President-elect

Matthew Blondell joined the church in 2013, and has never looked back after finding a home at TVUUC. He is a fixture at the Welcome Table, a volunteer coordinator for Family Promise, and a team leader for the meals cooked at Volunteer Ministry Center. He serves on the Program Council as the Cluster Chair for the Community Connections cluster and is proud to have become a board member in 2017. Matthew loves to cook, and never misses a chance to cook for the potlucks, or for visitors, like the Small Group Ministry conference that was held at TVUUC. April Burt brought him onto the Flower Committee, and he cherishes the chance to glorify the building with lovely floral arrangements. He hopes to keep supporting, feeding, and beautifying the church for years and years to come.

TVUUC Board Secretary-Clerk

Wendy Syer. Wendy began attending TVUUC in 2005 and has been a member since 2006. Since then, she has been a member of the Auction Committee, volunteers with Family Promise, coordinates both her Small Group Ministry group and the Sunday Caring Table, and has been involved with the TVUUC Refugee Task Force, tutoring the children of refugee families. Since July 2017, she has served as the Secretary-Clerk of TVUUC. She is married to Dick Trowbridge and is the mother of Geoff Trowbridge.

TVUUC Treasurer –elect

Viren Lalka graduated with Honors in Accounting and Economics from the University of Bombay and has over 30 years of experience in Accounting, Audit and Taxation in Public and Private Sectors. He has worked with IRS and CPA firms in the U.S. and is currently a solo practitioner of Tax and Accounting - a setting he has worked in for 20 years. He brings multiple skills to the role of Treasurer-elect including a good record of stewardship and concern for the Church's use of money, the ability to keep detailed, accurate records and an ability to look beyond the numbers.

TVUUC Board of Directors, Member At-large, 3 year Term

Eddie Chen

Justina Hyfantis joined TVUUC in the Fall of 2017, not long after she started attending. Originally from Albany, NY, Justina moved to Knoxville, TN in 2009 and is now proud to call it home. She is a licensed counseling psychologist and the Assistant Dean of Students for Lincoln Memorial University DeBusk College of Osteopathic Medicine in Knoxville. She enjoys running, live music, and spending time with her husband (Kevin) and soon-to-be one year old daughter (Hazel).

Jamie Watts is the owner and Principal of Little River Montessori School in Louisville, TN. He enjoys reading, writing, and talking about education, politics, social justice, and religion. He has two children, Charley (22) and Aurora (19). Jamie is a new member at the UU, having joined in the winter of 2018. He has been attending the UU for about 4 years.

TVUUC Board of Directors, Member At-large, 1-year Term

Alice Woody first joined TVUUC in the late 70s and was active until she entered law school in 1980. She returned in 2018 and has been active in the Personal Beliefs and Commitments group and Family Promise, as well as other ad hoc activities.

Endowment Fund Committee, 3 –year Term

William A. (Bill) Hotz has been a member of the Church since the early 1990's. "We started our two children in Sunday school in 1989. I was a member of the Board of TVUUC in the middle/late 1990's when we sold the old Church and bought and built our current Church." Bill has practiced Law in Knoxville for 43 years.

Andria Yates is a long time member of TVUUC. She has lived in the East Tennessee area since 1985, moving here for her first post college job, visiting TVUUC for the first time in its former location shortly thereafter. She and her late husband, George Cooper, have two daughters (Leigh, 23, who lives in Atlanta and Reed, a junior at West High School.) During her years at TVUUC, she has been involved in a number of areas of church life and has served in a variety of service roles in the greater Knoxville area. She is a consultant and business owner as well as a part time lecturer in the psychology and management departments at UTK.

Nominating Committee Chair-elect

Laurie Knox sings harmony with the Accidentals and makes her living coaching student-writers at UTK. The proud mother of two wonderful 20-somethings, she spends part of each year in Minnesota with her partner Andy Aoki (but not the cold part). At TVUUC, she has previously served on the board and nominating committee. In fact, she had the honor of recruiting Juniper Stinnett to her very first leadership role at TVUUC! She is wondering if she can possibly match that success in her next round of service as Nominating Committee Chair-Elect. You can help!

Nominating Committee, 2 –year Term:

Roy Kersey is a retired psychologist who sings in the TVUUC choir and the Knoxville Gay Men's Chorus. Other current interests are lapidary arts, home improvement, family genealogy and traveling with his wife, Sue, to see their two new grandsons.

Lance McCold

Program Council Rising Chair. Note: The PC Rising Chair is appointed by the Board of Directors. The nomination of Jamey Dobbs is being forwarded by the Nominating Committee to the Board for approval and is included here for information only.

Jamey Dobbs has been a member of TVUUC over 20 years, through many life changes, and welcomes the opportunity to give back. A community planner and researcher by training and experience, she has enjoyed working on issues as diverse as child care, transportation, community schools, public schools, and civic education. Jamey is a leader with the League of Women Voters and East Tennessee Quality Growth and is the founder of Citizen Academy programs that introduce people to practical civic skills for community change.

Tennessee Valley Unitarian Universalist Church

BUDGET – Budget amounts may adjust as additional pledges are received before the Congregational Meeting

2019-20

	<u>2019-20</u>	<u>2018-19</u>
	<u>BUDGET</u>	<u>BUDGET</u>
Revenues		
Pledge Contributions	463,000.00	451,027.93
Anticipated new pledges	40,322.76	6,000.00
Share the Plate - TVUUC portion	9,600.00	20,000.00
Generosity Sunday	4,800.00	0.00
Non-Pledge	4,200.00	16,000.00
Prior Year Pledges	3,000.00	8,000.00
Shopping cards	8,000.00	8,000.00
Auction	23,500.00	23,500.00
Rummage Sales	11,000.00	9,300.00
Building Rental	10,000.00	16,000.00
Other Income	1,300.00	1,700.00
Total Revenues	578,722.76	559,527.93
Expenses		
Personnel	438,771.96	426,687.71
Building and Grounds	75,230.20	73,641.78
Operations	26,108.60	23,178.44
UUA Annual Program Fund	25,542.00	23,220.00
Programs	13,070.00	12,800.00
Total Expenses	578,722.76	559,527.93
	(0.00)	-

By- Law Changes

TENNESSEE VALLEY UNITARIAN UNIVERSALIST CHURCH BYLAWS

As amended in the congregation meeting of May 22, 2016

Draft changes 4-19-19

Article I: NAME, PURPOSE, AFFILIATION

Section 1: Name The name of this religious society shall be the TENNESSEE VALLEY UNITARIAN UNIVERSALIST CHURCH (referred to as TVUUC or Church).

Section 2: Purpose The mission of TVUUC is to create a welcoming community that nurtures spiritual growth and challenges us to transform the world through acts of love and justice. The fundamental guiding principles of the Church are expressed in the Unitarian Universalist principles, the TVUUC mission, and the goals and mission adopted by the Board of Directors. The Church will operate in accordance with these principles.

Section 3: Affiliation The Church shall maintain membership with the Unitarian Universalist Association and with the UUA district association for the region in which the Church is located.

Article II. MEMBERSHIP

Section 1: Eligibility A person may become a member of TVUUC who is at least sixteen years of age, who subscribes to the mission and values of TVUUC, who considers TVUUC their primary place of worship, who intends to actively participate in the activities and programs of the church community, and who makes a pledge to financially support the church. One becomes a member upon signing the membership book.

The minister may waive the requirement for a pledge based on financial need and pastoral considerations.

Section 2: Register of Members There shall be a register of all members. Membership shall be reviewed annually. Members who have requested resignation shall be removed from the register immediately. Members who do not respond to membership status inquiries shall be removed after a period of one year.

Section 3: Resignation of Membership Any member may resign at any given time by giving notice to the church office.

Section 4: Reinstatement of Membership Anyone who has been dropped from the Register of Members may be reinstated by requesting the Membership Coordinator for reinstatement, subject to meeting the requirements for membership.

Article III: CONGREGATIONAL MEETINGS

Section 1: The Annual Meeting of the congregation shall be held each year before the beginning of the next financial year, at such time and place as shall be fixed by the Board of Directors.

Section 2: Special meetings shall be called by the Board of Directors, either on its own initiative or upon the written request of at least fifteen members of the Church. In the latter case, the Board will call the meeting within 30 days of the date on which the written request is received. Special meetings are held at such times and places as will be determined by the Board of Directors.

Section 3: The Secretary-Clerk shall notify members of meetings of the congregation by electronic communication and in the TVUUC newsletter at least eight days before the meeting. The business to be transacted at any meeting of the Church shall be specified in reasonable detail, including any actions to be voted on, in the notice of that meeting. No other business shall be transacted. Copies of proposals to be considered shall be distributed at meetings.

Section 4: All meetings shall be conducted according to the procedures set forth in the current edition of Robert's Rules of Order, but provisions of these Bylaws shall take precedence in the event of a conflict.

Section 5: Fifty (50) members, or one-fourth of the total membership eligible to vote, whichever is less, shall constitute a quorum. Proxy votes shall not be counted toward a quorum. Questions shall be decided by majority vote unless otherwise stipulated in the Bylaws.

Section 6: Proxy voting shall be permitted at the TVUUC annual meeting and at all special meetings. Proxy voting will be conducted in accordance with the procedures approved by the Board of Directors.

Article IV. BOARD OF DIRECTORS

Section 1: The Church is governed by a Board of Directors comprising Church officers, seven members at large, and **up to one or** two youth representative members. The Senior Minister and the Director of Administration shall attend Board Meetings as ex-officio, non-voting members.

a. Church Officers shall be:

President, President-elect, Immediate Past President, Secretary-Clerk, Treasurer

b. Board Directors shall be:

Seven elected by the Church for terms of three years. The terms shall be staggered so that

two directors are elected every two of three years, and three are elected every third year. When a vacancy occurs during the term of a director, the Board will appoint a replacement to serve until the next annual meeting. If the person filling the vacated director position is willing to remain on the Board for the remainder of the term of the vacated position, then that person's name will be on the ballot at the next annual meeting along with the other nominees to the Board. If that person is unable to serve past the next annual meeting, the Nominating Committee shall present a nominee at the next annual meeting. At that meeting, the congregation shall elect a person to serve the remainder of the unexpired term. Board members can be removed in accordance with Board Policies and Procedures and/or the Board Covenant.

Youth Representative:

One or two additional directors ~~shall~~ **may** be elected by the High School Youth Group. If two are elected and both are present at a Board meeting, they shall each have one-half vote. One representative present at a meeting shall have one vote.

Candidates must be members of the Church and active members of the youth group. The DLRE and the Youth Coordinator shall oversee the election and present the name of the youth elected at the annual meeting of the Church.

Section 2: The Board of Directors serves the Church and is responsible for following the bylaws as approved by members at congregational meetings. On behalf of the congregation, it shall have general charge of the property of the Church, the conduct of all business affairs of the Church, and oversight of the administration. It shall have the power to receive and administer gifts, make appointments as it deems appropriate and necessary, and otherwise set policies for the conduct of TVUUC affairs.

Section 3: Budget

a. Approval of Detailed and Summary Budget

In discharging its responsibility for fiscal management and accountability on behalf of the Church, the Board, before the beginning of a new fiscal year, shall have prepared a line-item detailed budget of anticipated revenue and expenditures for the coming year. At the annual congregational meeting, the Board shall present a broad category summary of the line-item budget to the congregation for approval.

b. Approval of Extraordinary Expenditures

No expenditure shall be made which exceeds \$10,000 and is not in the budget, unless the expenditure has been approved at a meeting of the congregation.

Section 4: The financial records of the Church shall be subject to a financial review every other year with an audit conducted every fourth year by an accountant to be chosen by the Board. The financial review and audit reports shall be made available to any member of the Church requesting access.

Section 5: The Board of Directors shall meet monthly and at such other times as called by the President or any three members of the Board. All members shall be notified on of meetings in a timely manner. A quorum of seven Directors is required and a simple majority of votes cast, but not fewer than four affirmative votes, is needed for formal action.

Article V. EXECUTIVE TEAM

Section 1: Members The Executive Team (ET) shall have the following members:

- a. The Senior Minister, who as Chief Executive Officer of the Church, shall be the ranking member and serve as chair of the ET.
- b. The Director of Administration, with overall responsibility for operations and administration, will function as Executive in Charge when the Senior Minister is unavailable and when specifically appointed to the role by the Senior Minister or the President of the congregation.

Section 2: Responsibilities The ET is responsible for supervising day-to-day operations of the Church. In carrying out its responsibilities, the ET:

- a. Will provide executive leadership and oversight to all programmatic elements of the Church including Lifespan Religious Education, Music, Membership and other programs within the various Program Council cluster groups.
- b. Will not cause or allow any practice, activity, decision, or organizational circumstance that is unlawful or imprudent or that is in violation of Unitarian Universalist principles, Church Bylaws, Church policies or commonly accepted business practices, accounting, and professional ethics and practices.
- c. Will consult with pertinent sectors of the Church community before making decisions. Attending regularly scheduled meetings of the Leadership Team and Program Council should constitute an important means for obtaining said input.
- d. Will carry out other responsibilities as designated in its Board-approved charter.

Article VI. PROGRAM COUNCIL

Section 1: Members The Program Council (PC) shall be organized in a manner that will provide representation of all program committees of the Church.
The composition and organization of the PC shall be as described in the Board-approved Program Council Charter.

The Program Council Chair and the Program Council **Rising Chair-elect** shall be recruited by the Nominating Committee. At the beginning of each Church year, the Chair shall become the past Chair, the Chair-elect shall become the Chair, and a new Chair-elect shall be appointed by the Board. The President-elect shall serve as an ex-officio, non-voting member of the PC.

Section 2: Responsibilities The PC shall assume a leadership role in designing and monitoring program activities of the Church, including establishing program council clusters/committees and recruiting committee chairs. The PC shall facilitate communication and coordination among the various program committees and encourage joint planning in program areas.
Additional responsibilities are described in the Board-approved PC charter.

Minutes of Program Council meetings shall be sent to the President for distribution to the Board.

Article VII. LEADERSHIP TEAM

Section 1: Members A Leadership Team (LT) composed of the President, President-elect, Past President, Program Council Chair, Program Council Rising Chair, Treasurer, the Senior Minister, the Director of Administration and the Director of Lifespan Religious Education (DLRE) shall support the ET, the Board, and the Program Council in the following ways:

- a. Assist the President with the development of the monthly board agenda and provide any advice as may be appropriate.
- b. Assist other members of the team with regard to important decisions that affect their official responsibilities,
- c. Ensure that important decisions are made by the appropriate Church entities, and serve as a consultative body for the Executive Team.
- d. Comply with the requirements of the Board-approved Leadership Team Charter.

Article VIII. COMMITTEES

Section 1: Committee Charters The Board of Directors will determine which church committees need to have Board-approved charters and/or manuals to describe their

operations.

Section 2: Attendance at Committee Meetings

Meetings of the Board and any Church committee are open to attendance by TVUUC members, except for sessions designated by the relevant body as executive sessions because of the sensitive nature of issues under consideration.

The participation of visitors will follow procedures established by the relevant body.

Section 3: Board Committees Board committees shall be defined as those committees whose functions are important to fulfilling the responsibilities of the Board or that are fundamental to the operation of the Church; they are accountable to the Board of Directors.

All Board committees shall have a chair appointed by the Board (except for the Finance Committee) for a term determined by the respective committee charters. Members of Board committees shall be selected by their chairs in consultation with the President and approved by the Board.

All chairs and members of Board committees must be members of the Church.

A list of all Board committees and their membership shall be maintained in the Church office.

The following are Board committees: Finance Committee, Personnel Committee, Stewardship Committee, Strategic Planning Committee, and any Board task force or other committee so designated by the Board.

a. Finance Committee

The Finance Committee shall consist of the Treasurer, acting as chairperson, a Treasurer-elect selected during odd numbered years, the President, President-elect, the Director of Administration, the Senior Minister and such other members as the Board shall designate. The Committee shall be responsible for preparing an annual budget, overseeing the management of the Church's funds, and advising the Board on all financial matters, including non-cash assets. These and any other duties shall be described in a Board-approved Finance Manual.

b. Personnel Committee

The Personnel Committee shall consist of a Chair, a rising Chair, a past Chair, selected during even numbered years and at least three other at-large members. The at-large members shall be appointed annually with terms not to exceed three years. The Personnel Committee supports the Executive Team in all matters related to Church staff, except for the minister(s). The Senior Minister, the Director of Administration, and a liaison member of the Board

will be ex-officio, non-voting members.

The Personnel Committee shall maintain the Personnel Policies and Procedures Manual and abide by any responsibilities as assigned therein to the Personnel Committee. Additional roles and responsibilities shall be as described in the Board-approved Personnel Committee Charter.

c. Stewardship Committee

The Stewardship Committee shall consist of a Chair or Chairs and Chair(s)-elect, a flexible number of committee members, and a liaison member of the Board as an ex-officio, non-voting member. The Stewardship Committee shall be responsible for conducting an annual pledge campaign toward a goal determined by the Board and, at the end of the campaign, reporting the results to the Finance Committee so that a final budget for the next fiscal year can be prepared. The Stewardship Committee will provide the Board with regular updates during the planning and implementation of the campaign.

Section 4: Elected Committees All members of the Endowment Fund Committee and the Nominating Committee are elected by the congregation and must be members of the Church.

Elected committees will periodically report to the Board but are ultimately responsible to the congregation.

A mid-term vacancy on either elected committee will be filled by Board appointment until the next annual congregational meeting, at which time a nominee will be put on the slate for a congregational vote.

a. Nominating Committee

The Nominating Committee shall be composed of six (6) elected persons, who shall serve two-year terms. Committee members may not be elected for successive terms.

In addition to the elected members, a liaison member of the Board shall also attend as an ex-officio member.

At each year's Annual Meeting, the congregation will elect two members and a Chair-elect. The previous year's Chair-elect becomes the new Chair and the two members elected the previous year serve the second year of their term.

The Committee shall present nominee(s) at the Annual Meeting for the following positions:

President elect;

Secretary Clerk;

Treasurer-elect, in even numbered years to serve one year as Treasurer-elect and two years as Treasurer;

Chair-elect of the Program Council to serve one year as Chair-elect, one year as Chair, and one year as past-Chair;

Two members of the Nominating Committee;
Chair-elect of the Nominating Committee to serve one year as Chair-elect and one year as Chair;

Nominees for Board member at-large will be presented for three-year terms; two Board members are nominated every two of three years and three are nominated every third year;

The number of Endowment Fund Committee members needed to maintain a total membership of seven (7), as reflected in the Endowment Fund Committee Charter.

~~The Nominating Committee will make recommendations to the Board on other Board appointed positions as requested.~~

The names of all nominees shall be made available to members of the Church at least eight (8) days prior to any election. If the Nominating Committee has not been able to find a nominee for any position, this should be communicated to the President at least eight (8) days prior to any election. Nominations from the floor for such positions shall then be in order.

Nominations from the floor for any elected office shall also be in order.

b. Endowment Fund Committee

Article IX. OFFICERS

Section 1: President The President is the chief lay officer of the Church and is responsible for the implementation of rules, policies, and directives established by the Church and the Board. He/she shall recommend for Board approval those committee chairpersons whose selection is not otherwise specified by these Bylaws or by policy statement. In the event of a vacancy in the office of President occurring during the first six months of the term, the immediate Past-President shall fulfill those duties. If the vacancy shall occur in the second six months of the term, the President-elect shall take office for the unexpired period in addition to his/her regular term. The President will also chair the Leadership Team.

Section 2: President-elect The President-elect shall automatically become President after his/her term as President-elect. During his/her term the President-elect shall act for the president in his or her absence and attend meetings of committees as advised by the President. The President-elect will also attend Leadership Team meetings. In the event of a vacancy in the office of President-elect, the Nominating Committee shall present for congregational approval at least one successor candidate at a special congregational meeting to be held as soon as possible after the President-elect is no longer available to perform the duties of office. Nominations from the floor shall be in order. The successor will fulfill the unexpired term.

Section 3: Secretary-Clerk The Secretary-Clerk shall take the minutes of the meetings of the congregation and the Board. The draft proposal of the Secretary-Clerk's minutes of meetings shall be prepared promptly. Board minutes shall be available in the Church office. Congregational meeting minutes and Board meeting minutes shall be approved by the Board and posted electronically and in the Church in a manner conducive to congregational inspection, and shall thereafter be available in the Church office for congregational review. The Secretary-Clerk shall prepare official correspondence and make revisions in official records of meetings as directed by the Board. The Secretary- Clerk's records for the past year shall be turned over to the incoming Secretary-Clerk.

Section 4: Treasurer The Treasurer is the chief financial officer of the Church and, as Chairperson of the Finance Committee, shall coordinate and implement the duties of that Committee. The Treasurer is specifically vested with the power to sell, transfer, reinvest or otherwise manage non-cash assets of the Church at the direction of the Board. The Treasurer shall report to the Board, at the Annual Meeting, and at special meetings as required, and shall serve as a non-voting ex-officio member of the Endowment Fund Committee. The Treasurer shall be

responsible for review and reconciliation of account balances and the preparation of a monthly report for the Finance Committee.

Article X. FISCAL YEAR

The fiscal year shall begin July 1st of each year and end June 30th.

Article XI. EMPLOYEES OF TVUUC

Section 1: TVUUC shall endeavor to have on its staff a full-time minister and such other staff members as are deemed necessary for the discharge of its mission. In the event there is more than one ministerial staff position, one of these is herein referred to as that of Senior Minister. If there is only one ministerial staff position, then bylaw provisions related to Senior Minister shall apply to that position.

Section 2: A job description describing current duties, responsibilities, and requirements for each position shall be available. The Board shall approve the job descriptions for the called ministers and the Director of Administration. Job descriptions for other employees will be approved by the Executive Team and the Personnel Committee.

Section 3: Each employee will also have a Letter of Agreement specifying salary, benefits, and any other aspects of the employer/employee relationship as appropriate. Letters of Agreement for called ministers and the Director of Administration will be negotiated and approved by the Board. All other Letters of Agreement will be negotiated and approved by the Executive Team and the Personnel Committee.

Section 4: The Senior Minister shall have primary responsibility for the spiritual interests and well-being of the congregation, by way of religious gatherings of the congregation and pastoral services to individuals and families. The Senior Minister shall also serve as the Chief of Staff and Chair of the Executive Team and shall conduct such administrative and management duties as defined by his/her Job Description, Letters of Agreement and the Executive Team Charter.

- a. The Ministers of this Church shall have the freedom to express their opinion on any and all matters, both within and without the pulpit.
- b. The Senior Minister shall be an ex-officio member of the Board of Directors, without a vote, and of all other committees as appropriate, save the Nominating Committee, to which the Minister shall have the privilege of submitting suggestions.

- c. Election and dismissal of the Senior Minister shall be by written ballot and shall require a two-thirds vote of those present and voting at a meeting of the Congregation. A minimum 90-day notice is required in case of resignation or dismissal.

Section 5: Candidates for the office of Senior Minister shall be chosen from among ministers in fellowship with the Unitarian Universalist Association and according to the procedures recommended by the Association.

- a. When a Search Committee becomes necessary, the Board shall submit for congregational approval nominations to form a committee of at least (5) and no more than nine (9) persons. The Search Committee shall be composed of persons who are members of the Church as of the date of their election. Additional nominations from the floor shall be in order. The election of the Search Committee shall take place at a meeting of the Church.
- b. The Search Committee, having been elected by the congregation and having diligently searched, shall recommend a single candidate, keeping confidential its contacts with all other ministers.

Section 6: The selection and dismissal of any other called ministers on the church staff shall be by the same procedure as for the Senior Minister.

Section 7: The Search Committee for any position other than that of a called minister shall be selected by the Personnel Committee and the Executive Team. Selection and dismissal of any employee other than a called minister or the Director of Administration shall be made by the Executive Team in consultation with the Personnel Committee. Dismissal of the Director of Administration requires Board approval by a two-thirds majority.

Section 8: It is expected that employees of TVUUC shall work harmoniously together in accomplishing the mission of the Church. However, in case of serious conflict the Personnel Committee, in consort with the Board, shall mediate or arrange for mediation.

Article XII. AMENDMENTS

These bylaws may be amended or repealed at any annual meeting of the Church or at any special meeting called for that purpose, by a two-thirds vote of those present and voting. The text of any proposed changes shall be provided in the notice of the meeting.

Article XIII. DISSOLUTION

Should this Church cease to function and the membership vote to disband, any assets of the Church will be transferred to the Southeastern District of the Unitarian Universalist Association or its successor, for its general purposes. This transfer shall be made in full compliance with relevant state and federal laws.

Welcoming Congregation Resolution

Whereas; the Unitarian Universalist Association has changed the procedure for congregations to be recognized as a LGBTQ+ Welcoming Congregation, and a Congregation must now fulfill certain requirements every twelve months to maintain and renew their Welcoming status. whereas it has been 26 years since Tennessee Valley Unitarian Universalist Church was recognized as a Welcoming Congregation, therefore, be it *Resolved* that Tennessee Valley Unitarian Church pursue the renewal and affirmation of our status of LGBTQ+ Welcoming Congregation.

2018 Minutes to Approve

**Tennessee Valley Unitarian Universalist Church
Annual Congregational Meeting
June 10, 2018**

Call to Order; Rules for Voting and Discussion

Jeff Kovac, TVUUC President, called the meeting to order at 12:30 p.m., and confirmed that a quorum was present. He explained that most votes taken during the meeting would be determined by voice vote, but if the voice vote is not clear, a written ballot would be collected. During debate, members must be recognized before speaking and must use the microphone.

The minutes from the 2017 annual meeting were approved by voice vote.

2017-18 Board Accomplishments

Jeff Kovac called attention to the document already provided to the congregation, listing the major achievements of the TVUUC Board during the past year. These include:

- Approval of new charters for six committees (Building and Grounds; Finance; Music; Personnel; Strategic Planning; Worship)
- Approval for the purchase and implementation of the *Realm* database
- Revision of the job description for the Senior Minister
- Creation of a new policy for sales and fundraising events in the church
- Revision of the scheduling for the Share-the-Plate collections in the Sunday services.
- Creation and monitoring of committee for annual stewardship (fundraising) campaign
- Regular monitoring of all major church activities

Jeff asked if there were any questions about this report, but there were none.

Report of Nominating Committee and Election of Positions for 2018-19 Year

David Holden, the current Chair of the Nominating Committee, thanked the other members of the Nominating Committee:

- Mark Mohundro
- Kathy Poesse
- Yvonne Rogers
- Wimberly Thompson
- Mary Touchton
- Ginna Mashburn, President-elect (*ex officio*)

After noting a correction on the written ballots (Barbara Plaut's name was mis-typed), David presented the full ballot to the congregation, and asked the nominees to stand. He also noted that the full congregation does not vote on the position of **Rising Chair of the Program Council**. Jodie Hamilton has been nominated for this position, and a vote will be taken by the Board of Directors. Nominees presented to the congregation for a vote are:

President-elect: Denise Coleman

Secretary-Clerk: Wendy Syer

Board Members (Three-year term): Ryan McBee and Erven Williams

Board Member (one-year term to complete term of Denise Coleman): Athanasios Bayiates

Endowment Committee Members: Bill Cherry, Grier Novinger, and Ken Stephenson

Nominating Committee Chair-elect: Ted Jones

Nominating Committee Members: Betty Bumgarner and Barbara Plaut

There was a call for further nominations from the floor, but none were offered. A motion to approve the full slate of ballots by voice vote was moved and seconded, but then rejected by the President in favor of a written vote.

Ballots were marked and then collected for counting by Board members. Later in the meeting, it was announced that 90 votes had been cast, with 85 voting to approve the full slate. **The President declared that all candidates were elected.**

Report of the Endowment Committee

As Committee Chair Ken Stephenson was out of town, Lillian Mashburn gave a report from the Endowment Committee. The current balance in the Endowment Fund is \$416,970.61. Contributions over the past year totaled \$10,855.79, and over the past three years, they totaled \$30,630.79. A more detailed accounting is available on request.

In previous years, income from the Endowment Fund has funded several projects, including a new sound system, improved lighting, and a new internet and communication system for the church building. This past year, the Committee accepted proposals for projects to be funded from Endowment Fund income and approved two:

- An enhanced patio area behind the church, outside the Fellowship Hall (They have already met with a contractor and discussed the purchase of pavement tiles.)
- A garden of native plants to be located in the front of the church near Kingston Pike, with benches and paving tiles

[Clarification from the Board: The first of these projects was approved for the 2018-19 year, while the garden is the project approved for the 2019-20 year.]

The Endowment Fund bank account has been moved to TVA Employees Credit Union to facilitate electronic transactions. Investments are currently made through a UUA account, but the Endowment Committee is considering a possible move to a different investment program for higher returns. The congregation was reminded that donations left to TVUUC in a will will be matched by funding from another UU church. Church members are always encouraged to suggest new projects for future funding by the Endowment Fund.

Jeff Kovac noted that supervision of the Endowment Committee falls to the Board which receives regular reports from the committee.

Share-the-Plate Program

The Share-the-Plate Task Force consists of Chair Terry Uselton, Bill Fields, and Keith Hulse, with input from Senior Minister Chris Buice. As Committee Chair Terry Uselton was not available, Chris Buice gave a report on the restructuring of the Share-the-Plate program. In the coming year, the Committee has selected the following six church-affiliated programs (considered to be part of the "TVUUC Social Funding Network") to be included in the Share-the-Plate Program, without a vote from the congregation:

- Family Promise
- FISH
- Lonsdale Mentoring Program

- TVUUC Community Gardens
- Volunteer Ministry Center Meals
- TVUUC Advancing Equality Fund

In addition to these six, the congregation is invited to vote for twelve other organizations to receive Share-the-Plate funding. (Nominations have been given, and voting has already started, with a deadline of June 21. Voting can be done on-line or by paper ballot.) Each month, during two Sunday services, 50% of the undesignated money collected will be donated to one of the twelve organizations (selected by congregational vote); one collection will be split with one of the six pre-approved "Social Funding Network" programs or a program designated by the Senior Minister; and one collection will be kept by the church to support the Operating Budget, with a discussion of church stewardship included in the service. Fifth Sunday collections will be decided as they occur. At the end of the fiscal year, the Share-the-Plate Task Force can assess this new schedule and revise if needed.

A clarification was given that the Share-the-Plate program has, in the past year, supported two separate programs at Lonsdale School. This coming year, the Mentoring Program is one of the six pre-selected programs, while the Lonsdale Environmental Camp at Tremont may be one of the twelve programs selected by congregational vote.

Jenny Arthur

Jeff Kovac read out loud a resolution, presented to the congregation by the TVUUC Board, to bestow the title of *Minister Emerita* on Jenny Arthur, who was employed by TVUUC both as Director of Administration and as Pastoral Care Minister. The position does not include any salary, but it would permit Jenny to use church facilities for events she organizes and to conduct memorial and other rites of passage. **The resolution was approved by voice vote.** Jeff promised to relay the congregational approval to Jenny.

Church 2018-19 Budget

Robby McMurry, TVUUC Treasurer, called attention to the printed budget information provided, noting that the proposed budget for 2018-19 was \$683,670.35, based on needs and requests from church staff and committees. This included a goal of \$620,000 for the recent Stewardship Campaign; unfortunately, the campaign raised approximately \$451,000 (even less than the previous year). It is, therefore, not possible to fully fund the proposed budget. To help fund a revised and balanced budget, the Board voted to pay off the remainder of the mortgage on the church building (saving about \$44,000 in expenses.) The church "contingency fund" (currently cash held in a bank account) will be used to pay off the mortgage. In order to comply with church requirements to have three months worth of funding available for emergency use, the church will then apply for a line of credit. Anticipating that additional pledges and donations may be received in the coming months, the Board hopes to increase the budget again in the fall of 2018. In the meantime, it has instructed that a priority should be given to staff salary increases, as additional money is received. (At present the budget includes a total increase of about \$15,000 for all personnel costs (salaries and benefits.)

As noted in the handout, the decreased budget reflects less funding than requested for personnel (about \$89,000 less than originally budgeted), building and grounds, the music program, new member committee, leadership development, the worship committee, religious education, the library, and the general operating funds.

A written summary of the revised 2018-19 budget, totaling \$559,527.93, was given to the congregation, based on the \$451,027 already received in pledges, as well as anticipated income from other sources (such as weekly Sunday collections, auction, rummage sale, gift card income and building rental income.) **Robby made a motion to accept the budget, it was seconded and approved by voice vote.**

Thank You to Jeff Kovac

On behalf of the Board and the congregation, Past President Elnora Williams thanked President Jeff Kovac for his service as President during the 2018-19 year. She then presented him with two tickets to "An Evening with Jon Meacham" to be held in Knoxville in July, and a copy of Mr. Meacham's book, Soul of America. A second copy of the book will be donated to the TVUUC Library in Jeff Kovac's honor.

Jeff received a standing ovation from the congregation; he thanked the church for the gifts, and, acknowledging the inherent difficulties in the job, stated, with a grin, that it has "sometimes" been a pleasure to serve as President.

Ginna Mashburn

Current President-Elect (Soon to be President) Ginna Mashburn also expressed her thanks to both Jeff Kovac and Treasurer Robby McMurry for their work this past year. She looks forward to the coming year, and to learning more about the policy governance process. She acknowledges that the church's greatest challenge is "how to pay for what we enjoy", and that we must find a way to raise the funds needed for the full budget. She stated that it is a privilege to serve as President and that she is thrilled to be assisted by, and succeeded by, Denise Coleman.

The meeting was then adjourned.

Submitted by Wendy Syer

Secretary-Clerk

June 2018

BOARD ACCOMPLISHMENTS -- 2018-2019

At the beginning of the church year, the board determined to focus on several important areas:

1. Greater visibility to the church community. We published a monthly Planks of the Board for the newsletter, giving a summary of the board meeting of the night before. Board Members on Duty continued to make announcements before each Sunday service, and we added Fireside Chats, with a board member sitting in the Fellowship Hall to talk with anyone who had a concern. And we set up on Realm a way for board members to sign up to attend various church meetings and religious education classes with the aim of becoming more familiar with church programs.
2. Greater involvement in the Stewardship Campaign. As a board member, Bill Myers headed up this year's campaign and provided us monthly updates on the planning and operations of fund-raising. More board members became involved in various aspects of the campaign. We also recognized the importance of a year-long effort to keep us financially solvent.
3. Creation of a strong Worship Committee. Having written a policy statement for this group last church year, we worked with Chris to set up a diverse and active group, led by Elnora Williams, to plan lay services. Under Pam Johnson's leadership, members have been trained as worship associates to assist all guest speakers
4. Strategic Planning. Long-term planning is crucial to any vibrant community, and Denise Coleman has led this group and kept the board informed of their vision for our future.
5. Senior Minister Evaluation. In lieu of a Committee on Ministry, the board agreed to function in this role. Before Chris left on sabbatical, he answered questions as part of self-evaluation. The board's response to his ministry will be left to the next board when he returns to work.
6. Miscellaneous. We continued to stay informed of the work of Program Council, to keep up with policy governance, and to work closely with the Personnel Committee in hiring a new employee.

Several board members will end their terms of office, and we are deeply grateful for all they have contributed to our church governance: Atha Bayiates, Jeff Kovac, Bill Myers, and Terry Uelton.

Ginna Mashburn, Congregation President

Official Ballot TVUUC Congregational Meeting - May 19, 2019

OPTION

I CAST MY VOTE FOR THE ENTIRE SLATE OF NOMINEES

YES (Please Circle)

If this is your vote you do not have to mark each individual nominee

President—Elect	Matthew Blondell	YES _____	NO _____
Treasurer—Elect	Viren Lalka	YES _____	NO _____
Board Secretary	Wendy Syer	YES _____	NO _____
Board Member (3yrs)	Eddie Chen	YES _____	NO _____
Board Member (3yrs)	Justina Hyfantis	YES _____	NO _____
Board Member (3yrs)	Jamie Watts	YES _____	NO _____
Board Member (1yr)	Alice Woody	YES _____	NO _____
Endowment Fund Committee (3yrs)	Bill Hotz	YES _____	NO _____
Endowment Fund Committee (3yrs)	Andria Yates	YES _____	NO _____
Nominating Committee Chair-elect	Laurie Knox	YES _____	NO _____
Nominating Committee (2yrs)	Roy Kersey	YES _____	NO _____
Nominating Committee (2ys)	Lance McCold	YES _____	NO _____

Write in Candidate for any Position (With Candidate's Permission)

I CAST MY VOTE FOR THE 2019-20 BUDGET AS PRESENTED

I DO NOT CAST MY VOTE FOR THE 2019-20 BUDGET AS PRESENTED

I CAST MY VOTE FOR THE BY-LAWS AS PRESENTED

I DO NOT CAST MY VOTE FOR THE BY-LAWS AS PRESENTED

I CAST MY VOTE FOR THE WELCOMING CONGREGATIONS RESOLUTION

I DO NOT CAST MY VOTE FOR THE WELCOMING CONGREGATION

Proxy Voting

Anyone unable to attend the Congregational Meeting may ask another member to vote for them by proxy. As indicated in the *Voting by Proxy* policy/procedure:

"At the meeting, the attending member must present to the Secretary-Clerk, a written statement from/by the absent member empowering the attending member to vote for her/him. That written statement may be in the form of a printed e-mail from the absent member. Both the Secretary- Clerk and the attending member must be satisfied of the authenticity of the written statement or e-mail."

The Secretary-Clerk will provide the attending member with ballots and Proxy Cards as appropriate. No attending member can vote proxies for more than 2 absent members.

Proxy Voting Form

I, _____, appoint _____ as my proxy and authorize him/her to cast all votes on my behalf at the May 19, 2019 congregational meeting.

Signed _____

Tennessee Valley Unitarian Universalist Church

BUDGET

2019-20

	2019-20 <u>BUDGET</u>	2018-19 <u>BUDGET</u>
Revenues		
Pledge Contributions	468,000.00	451,027.93
Anticipated new pledges	11,902.76	6,000.00
Share the Plate - TVUUC portion	9,600.00	20,000.00
Generosity Sunday	4,800.00	0.00
Non-Pledge	29,200.00	16,000.00
Prior Year Pledges	3,000.00	8,000.00
Shopping cards	8,000.00	8,000.00
Auction	23,500.00	23,500.00
Rummage Sales	11,000.00	9,300.00
Building Rental	10,000.00	16,000.00
Other Income	1,300.00	1,700.00
Total Revenues	<u>580,302.76</u>	<u>559,527.93</u>
Expenses		
Personnel	438,771.96	426,687.71
Building and Grounds	75,230.20	73,641.78
Operations	27,188.60	23,178.44
UUA Annual Program Fund	25,542.00	23,220.00
Programs	13,570.00	12,800.00
Total Expenses	<u>580,302.76</u>	<u>559,527.93</u>
	(0.00)	0.00

BIO'S OF CANDIDATES PRESENTED BY THE NOMINATING COMMITTEE

TVUUC Board President-elect

Matthew Blondell joined the church in 2013, and has never looked back after finding a home at TVUUC. He is a fixture at the Welcome Table, a volunteer coordinator for Family Promise, and a team leader for the meals cooked at Volunteer Ministry Center. He serves on the Program Council as the Cluster Chair for the Community Connections cluster and is proud to have become a board member in 2017. Matthew loves to cook, and never misses a chance to cook for the potlucks, or for visitors, like the Small Group Ministry conference that was held at TVUUC. April Burt brought him onto the Flower Committee, and he cherishes the chance to glorify the building with lovely floral arrangements. He hopes to keep supporting, feeding, and beautifying the church for years and years to come.

TVUUC Board Secretary-Clerk

Wendy Syer. Wendy began attending TVUUC in 2005 and has been a member since 2006. Since then, she has been a member of the Auction Committee, volunteers with Family Promise, coordinates both her Small Group Ministry group and the Sunday Caring Table, and has been involved with the TVUUC Refugee Task Force, tutoring the children of refugee families. Since July 2017, she has served as the Secretary-Clerk of TVUUC. She is married to Dick Trowbridge and is the mother of Geoff Trowbridge.

TVUUC Treasurer –elect

Viren Lalka graduated with Honors in Accounting and Economics from the University of Bombay and has over 30 years of experience in Accounting, Audit and Taxation in Public and Private Sectors. He has worked with IRS and CPA firms in the U.S. and is currently a solo practitioner of Tax and Accounting - a setting he has worked in for 20 years. He brings multiple skills to the role of Treasurer-elect including a good record of stewardship and concern for the Church's use of money, the ability to keep detailed, accurate records and an ability to look beyond the numbers.

TVUUC Board of Directors, Member At-large, 3 year Term

Eddie Chen is a UT Graduate who has spent the last 20+ years in the Staffing Industry. In his earlier life he spent 18+ years in the Outdoor Specialty Sports Industry running Blue Ridge Mtn Sports. Eddie first started coming to TVUUC in 2001. Since then he has been involved with Greg's Group, Family Promise, supporting the Rummage Sale and Church Auction. Mr. Chin is an avid fly fisherman who enjoys among other things - hiking, canoeing and kayaking.

Justina Hyfantis joined TVUUC in the Fall of 2017, not long after she started attending. Originally from Albany, NY, Justina moved to Knoxville, TN in 2009 and is now proud to call it home. She is a licensed counseling psychologist and the Assistant Dean of Students for Lincoln Memorial University DeBusk College of Osteopathic Medicine in Knoxville. She enjoys running, live music, and spending time with her husband (Kevin) and soon-to-be one year old daughter (Hazel).

Jamie Watts is the owner and Principal of Little River Montessori School in Louisville, TN. He enjoys reading, writing, and talking about education, politics, social justice, and religion. He has two children, Charley (22) and Aurora (19). Jamie is a new member at the UU, having joined in the winter of 2018. He has been attending the UU for about 4 years.

TVUUC Board of Directors, Member At-large, 1-year Term

Alice Woody first joined TVUUC in the late 70s and was active until she entered law school in 1980. She returned in 2018 and has been active in the Personal Beliefs and Commitments group and Family Promise, as well as other ad hoc activities.

Endowment Fund Committee, 3 –year Term

William A. (Bill) Hotz has been a member of the Church since the early 1990's. "We started our two children in Sunday school in 1989. I was a member of the Board of TVUUC in the middle/late 1990's when we sold the old Church and bought and built our current Church." Bill has practiced Law in Knoxville for 43 years.

Andria Yates is a long time member of TVUUC. She has lived in the East Tennessee area since 1985, moving here for her first post college job, visiting TVUUC for the first time in its former location shortly thereafter. She and her late husband, George Cooper, have two daughters (Leigh, 23, who lives in Atlanta and Reed, a junior at West High School.) During her years at TVUUC, she has been involved in a number of areas of church life and has served in a variety of service roles in the greater Knoxville area. She is a consultant and business owner as well as a part time lecturer in the psychology and management departments at UTK.

Nominating Committee Chair-elect

Laurie Knox sings harmony with the Accidentals and makes her living coaching student-writers at UTK. The proud mother of two wonderful 20-somethings, she spends part of each year in Minnesota with her partner Andy Aoki (but not the cold part). At TVUUC, she has previously served on the board and nominating committee. In fact, she had the honor of recruiting Juniper Stinnett to her very first leadership role at TVUUC! She is wondering if she can possibly match that success in her next round of service as Nominating Committee Chair-Elect. You can help!

Nominating Committee, 2 –year Term:

Roy Kersey is a retired psychologist who sings in the TVUUC choir and the Knoxville Gay Men's Chorus. Other current interests are lapidary arts, home improvement, family genealogy and traveling with his wife, Sue, to see their two new grandsons.

Lance McCold grew up in Oregon and California. He earned degrees in physics and mechanical engineering. He is in his 42nd year of living in East Tennessee. He has been an environmental or social justice activist for most of those years. Since retiring from Oak Ridge National Laboratory in 2012, he has taken social justice work full time by volunteering with organizations that contribute to positive social change.

Program Council Rising Chair. Note: The PC Rising Chair is appointed by the Board of Directors. The nomination of Jamey Dobbs is being forwarded by the Nominating Committee to the Board for approval and is included here for information only.

Jamey Dobbs has been a member of TVUUC over 20 years, through many life changes, and welcomes the opportunity to give back. A community planner and researcher by training and experience, she has enjoyed working on issues as diverse as child care, transportation, community schools, public schools, and civic education. Jamey is a leader with the League of Women Voters and East Tennessee Quality Growth and is the founder of Citizen Academy programs that introduce people to practical civic skills for community change.