



# NUUSLETTER

The Newsletter of Holston Valley Unitarian Universalist Church  
always available online at [www.hvuuc.org](http://www.hvuuc.org)

*The mission of Holston Valley Unitarian Universalist Church is to promote spiritual growth, religious freedom, and ethical action.*

January 2024

PO Box 8383 Johnson City, Tennessee 37615 (423) 477-7661

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Up to date church info is always available at [www.hvuuc.org](http://www.hvuuc.org)

## Save the Date

Jan 8 & 22 —Let's Chat Group

Jan 14—Social Justice Call to Action Meeting

Jan 16 —Book Club

Jan 16—Sierra Club

Jan 31—Wednesday Night Supper

## Yoga with Tish Every Tues at 5:15

Find these events and more on our church calendar at the link below.

<https://localendar.com/public/hvuuchurch>

## Upcoming Church Services - 11:00AM Sun

**Jan 7, 2024, Rev. Sapp**  
*Fire Communion*

Begin the New Year by letting go of the old year! Fire Communion is a chance to contemplate what in your life you want to burn up and leave behind in 2024. This clears the way for what is good and new in the new year. Come celebrate the possibilities with us!

**Jan 14, 2024, Rev. Sapp**  
*The Man, the Dream, the Movement*

Hear the story of the Civil Rights movement in a way you never had before. This script for many voices, written by Unitarian Universalists of color, invites us to hear this important part of our collective history as told by those who participated in these changes from their center.

**Jan 21, 2024, Rev. Sapp**  
*Seven Types of Rest*

Are you tired? You're not alone. Google searches for "why am I tired all the time?" reached an all time high this year. This Sunday we explore Seven Types of Rest and contemplate which Rests we may each actually need. And will explore how we can support each other in getting what we need when we are Not the ones who are tired.

**Jan 28, 2024, Mark Mohundro**  
*Activism as a Spiritual Practice*

Annual Social Justice Sunday: Mark will speak about the significance of having a spiritual foundation for our civic activism and the intersection of UU Principles with our civic responsibilities.

## Virtual Church on YouTube

All of our services are available on our YouTube channel. They are uploaded by the end of the day each Sunday.

Subscribe to our channel at:  
[youtube.com/c/HolstonValleyUnitarianUniversalistChurch/featured](https://youtube.com/c/HolstonValleyUnitarianUniversalistChurch/featured)

## A Path to Leadership

Happy New Year Holston Valley Unitarian Universalist Church! I hope we are moving into 2024 with a curiosity about what the new year might bring us.

January is the time of year when I start thinking about all the things that we need to do in preparation for the Annual Meeting that we have in the spring, where we do the business of the church. This means that I'm doing Staff Reviews, our Committee Chairs are putting together budget requests, our Stewardship team is gearing up for the pledge drive, and our Nominations Team is going to start thinking about who to nominate to fill open Board of Trustees positions for our next church year.

And this last point, and thinking about what it means to be a leader in our congregation, is what I want to talk to you about today. Board leadership is one of the most important ways you can serve our congregation. And attendance at our monthly Board meetings is just the tip of the iceberg. Each Trustee has an area of church life under their wing: Programs, Finance, Fellowship/Membership and Facilities all have a Trustee that connects with the committees under their area to offer support and oversight. (Social Justice is such a special part of our work here that the Vice-President watches out for them). The Trustees also live with one of the most important questions for our church, and that is "What is best for HVUUC?" This question is a challenge sometimes, as it's different from "What's best for me?" and even "What best supports the committees and interests that I have connected with personally before my time as a Trustee?" Holding this sort of space is one of the gifts that our leaders give us.

With this level of responsibility, we rightfully look to bring people onto the Board that already have leadership experience in the church. Last year we made it a point to make sure that our Trustee nominees are people who have served as a Committee Chair or the leader of a Task Group to make sure that they had already experienced some of the responsibilities of church leadership before finding themselves on the Board.

This means that in order for us to keep a healthy rotation of church leaders, I am always encouraging people to move one more rung up the ladder of leadership whenever they can. I'm going to share with you what I think that looks like. Take a look at this list and see if you can identify where you fit, and get curious about moving to the next step up.

**Visitor level** – Just started visiting/Casual friend of the church: Everyone starts somewhere and if you've just got your foot in the door here, we're just glad that you're here. Your main job is to learn more about us, and to think about if this is a community you want to be a part of. Take a religious education class, come to workshops, look into joining a small group, and when you're ready maybe you'll want to take a Path to Membership class.

**Member level** – You've taken Path to Membership and you've joined the church. Or maybe you've decided to not officially join the church for your own personal reasons but begin to volunteer and/or give in a way that shows a commitment to this community. Members who've not yet moved into leadership do volunteer but they are usually volunteering at things like coffee hours and work days, "just show up" kind of work. These things are so valuable and we're grateful for your low-pressure-but-showing-up support of our congregation.

**Committee level** – The commitment to actively involve yourself in the behind the scenes work of the church requires a slightly more significant commitment of your time and your mental and emotional energy, but this is where you really get the chance to start influencing how we live up to our Mission, Vision and Covenant in the church. Most committees meet either once a month or once every-other-month and generally involve both deciding and doing the work of the church that falls under that commitment. There are so many places you can make a difference. Religious Education Collaborative, Caring Team, Membership Development, Social Justice Committee, Music Committee, Religious Services Committee, Facilities Committee are all active to various degrees. Communications and Finance are areas where we are currently looking for people to become involved where we don't currently have organized committees yet. If you want to help out on a committee, reach out to someone you know is already on there and see what it's like, or ask me who a committee chair is. I also see the sort of leadership that's required to be a Religious Education teacher or a Covenant Group facilitator as this level of responsibility. If you are at the Member Level maybe it's time to think about a Committee or similar work that you could engage in.

**Leader level** – All those great committees need chairs. This is where the level of responsibility and the power to effect positive change in the congregation begin to elevate exponentially. If you're already serving on a Committee, then see what you can do to make your presence, thoughts and action valuable to your committee chair. Some of our committee chairs have been doing this work forever and would probably enjoy the extra support from a co-chair, or from someone interested in being mentored into this work. There's also two other special committees at the church who take on a large level of responsibility, who I see as Leaders just from being on those committees. Those are the Committee on Ministry, that supports, advises and supervises my work as your minister. And the Nominations Committee, that cultivates and recruits our major leadership every year through the nominations process. Membership on these leading committees are so significant that you can't just volunteer for them, you have to be nominated.

**Board level** – If you've proven yourself as a Leader you may be asked to serve on the Board. I've already told you a bit about this sort of responsibility, and what a gift it is to the congregation to keep the Mission, Vision and Covenant of the church at the forefront of your mind. All I will say is this. If you are asked to serve, please consider saying "yes" this year, especially if you are a marginalized or under-represented identity.

**Mentor level** – After serving in positions of extreme responsibility in our church, the best thing you can do is share your wisdom with those who come after you, and enjoy taking a step back.

These little categories aren't official, they're just how I see them. But I hope they've helped you see how many volunteers and how much commitment we need in order to be a thriving church. And we ARE thriving. Membership has increased this year. We have had a visible impact on the Tri-Cities this year. We are developing a reputation both within these walls and outside of them for being "the church that loves everyone." And each of you, from Board level to newcomer walking in the door, have added to the rich diversity and community that is Holston Valley Unitarian Universalist Church. Thank you for your presence here. I hope I've encouraged you to think about what your relationship will be with us in this coming year, because we need you to be the best church we can be.

Rev Tiffany

minister@hvuuc.org

# Upcoming News and Events at HVUUC

## Religious Trauma Workshop

Are you curious about connections between religion and trauma? The evolving field of religious trauma is one that I have been exploring for the past six months, and my biggest take away so far is this – religious trauma is trauma. As such, there are a number of things we can do to raise awareness, combat stigma, and create spaces for healing. My own journey with religious trauma has spurred my curiosity in this field and sparked a desire to help our community as well.

Rev. Tiffany and I are developing a workshop to engage with anyone that has religious trauma, is curious about religious trauma, and would like to learn more about techniques for healing from religious trauma. The workshop will be a combination of didactic learning, small group sharing, and trauma related exercises. All are welcome who wish to explore, learn, and heal their own journey of religious trauma in a safe covenantal space.

The workshop will take place on Sunday, February 4, after the service beginning at 1 pm and ending at 3 pm. A light lunch will be provided beforehand. Please register before January 31, by emailing me at [dre@hvuuc.org](mailto:dre@hvuuc.org) as spaces may be limited.

Justin Ridley  
Director of Religious Education

## First Friday Women's Group

January 5th 2024, 6:30-9:30

Our women's group annual silly gift exchange is this Friday! This will be a white elephant type game. Bring your re-gift, gag-gift or extra give-away item that you just can't use. Wrap it quick!

You never know . . . you just might find a surprise treasure you love. Or at least come away with a good story. Join in making new friends or reacquainting with familiar faces.

As usual bring your favorite snack or beverage to share and all who identify as women are welcome! For location or questions email [womens-group@hvuuc.org](mailto:womens-group@hvuuc.org).

## Coffee Hour

See bulletin board calendar right next to the kitchen. Your help is necessary to maintain Fellowship hour Sunday schedule.

Sign ups needed ASAP. BIG THANKS to all the volunteers who made our weekly HVUUC Fellowship possible in 2023.

Email [Coffeefhour@hvuuc.org](mailto:Coffeefhour@hvuuc.org)

## **Treasurer Summary Report - Second Quarter 2023-2024**

As we end the second quarter of our 2023/2024 fiscal year, our income is \$14,071 ahead of our spending thanks to your continued support and the conscientious use of our funds. The summary table of our finances for the second quarter is shown below.

Our auction in November raised more than \$21,000. Of this, \$5,000 was designated for running electricity to the covered deck, and the remainder was applied to the annual budget. Your generous donations for the fifth Sunday offering to Appalachian Peace Education Center raised over \$1,000.

The full treasurer's financial spreadsheet is in the member's section of the church website. If you have any questions or need more information, please contact me at [treasurer@hvuuc.org](mailto:treasurer@hvuuc.org). - Deb Helmer.

	Totals through second quarter, actual	Budgeted amount through second quarter	Totals through second quarter, actual minus budgeted
Income	\$99,646	\$91,338	\$8,308
Expenses	\$85,575	\$91,338	-\$5,763
Income minus Expenses	\$14,071	-	<b>\$14,071</b>

## Social Justice News and Initiatives

### Activism as a Spiritual Practice

On our annual Social Justice Sunday – January 28 – we welcome Mark Mohundro from the Tennessee Valley UU Church in Knoxville, speaking on “Activism as a Spiritual Practice.” Mark is a well-known speaker at Churches across the state and is the organizer of the TN State UU Action Network, an embryo network coming together for state collective action by TN UUs on matters of significance, including advocacy in social justice matters. His message will highlight the significance of having a spiritual foundation for our civic activism and the intersection of UU Principles with our civic responsibilities.

### League of Women Voters – 5th Sunday Collection

Our intended 5th Sunday Collection for December will be postponed to January 28, when we will show our support for the good work of the Northeast Tennessee Chapter of the League of Women Voters. Empowering Voters. Defending Democracy. This is the non-partisan mission of the League. Many believe American democracy is on the ballot in 2024. League President Gywnn Mettetal, a UU supporter, will be with us, along with other League members, to chat with us during Coffee Hour.

## Local MLK Jr Day Activities

### Storytelling Event

Monday, 1/15/2024  
9 am – 12 pm  
Carver Recreation Center

### Peace Walk

Monday, 1/15/2024  
12 pm  
Carver Recreation Center

### Community Information Session

Monday, 1/15/2024  
1 pm – 3 pm  
Carver Recreation Center

### Community Dinner

Monday, 1/15/2024  
6 pm – 8 pm  
Carver Recreation Center

### Food Drive

Timeframe: 12/13/23 – 1/15/2024  
Locations: McKinney Center, Langston, Good Sam, etc.  
Food supports Good Sam and JAMA Food Pantries

### Vincent Dial Student Art Exhibit

Public Reception: Thursday, 1/18/2024  
Exhibit Timeframe: 1/15/24 – 1/19/24  
McKinney Center

### 2024 Event: The Importance of MLK to the Hispanic Community

Thursday, 1/25/2024  
7 pm  
Langston Centre

### Community Building Conference

Saturday, 1/27/24  
10 am – 1 pm  
Location: Langston Centre

## Caring Team

Contact [caring@hvuuc.org](mailto:caring@hvuuc.org) to communicate any needs in our congregation.

THE CARING TEAM CARES ABOUT YOU



## Kitchen of Hope

If you would like to help, please consider donating either money or food items that can go in a lunch bag. We serve twice a month, but the Kitchen of Hope serves 6 nights a week.

### To donate money:

Mail a check to - HVUUC PO Box 8383, Gray, TN 37615 memo: Kitchen of Hope

Via Paypal - <https://hvuuc.org/donate> (please indicate it is for Kitchen of Hope)

To donate food: Contact Kim at [KOH@hvuuc.org](mailto:KOH@hvuuc.org)

## Website Member Log In

There is information on the website that you need to log in to see. Scroll to bottom of the home page and click on "Members Area". If you need the password, email [office@hvuuc.org](mailto:office@hvuuc.org).

Once you log in, you can get a recent member directory, read the board policies and procedures and board meeting minutes, and get a reimbursement form or our tax exempt certificate.

## Grocery Cards Available for Purchase

Food City and Ingles grocery cards are available and can be mailed or delivered to you!

Cards can be delivered to mailboxes in the Johnson City or Kingsport area, and possibly to others areas. Of course, the cards could also be mailed.

We will happily accommodate your needs so that we can continue to generate a wee bit of income for the church.

If you are interested, please contact Dottie and Richard at [grocerycards@hvuuc.org](mailto:grocerycards@hvuuc.org).

Thank you for continuing to participate!

## 2023-2024 Board of Trustees

**President:** Dottie S. Blades [president@hvuuc.org](mailto:president@hvuuc.org)

**Vice President:** Tish Kashdan [vp@hvuuc.org](mailto:vp@hvuuc.org)

**Past President:** Kim Ray [pastpresident@hvuuc.org](mailto:pastpresident@hvuuc.org)

**Treasurer:** Deb Helmer [treasurer@hvuuc.org](mailto:treasurer@hvuuc.org)

**Stewardship Trustee:** Greg Kramer [stewardshiptrustee@hvuuc.org](mailto:stewardshiptrustee@hvuuc.org)

**Programs Trustee:** Bradley Quick [programs@hvuuc.org](mailto:programs@hvuuc.org)

**Facilities Trustee:** Doug Chaffin [facilities@hvuuc.org](mailto:facilities@hvuuc.org)

**Secretary/Historian:** Alicia Culbertson [boardsecretary@hvuuc.org](mailto:boardsecretary@hvuuc.org)

**Membership Trustee:** Cynthia Goodman [membership@hvuuc.org](mailto:membership@hvuuc.org)

**Minister:** Rev. Tiffany Sapp: 477-7661 (office) [minister@hvuuc.org](mailto:minister@hvuuc.org)

**Director of Religious Education:** Justin Ridley [DRE@hvuuc.org](mailto:DRE@hvuuc.org)

**Music Director:** Charis Carter [musicdirector@hvuuc.org](mailto:musicdirector@hvuuc.org)

**Office Administrator:** Jessica Bowman [office@hvuuc.org](mailto:office@hvuuc.org)

**Video Tech Support:** Donnie Barnett [tech@hvuuc.org](mailto:tech@hvuuc.org)

Submissions for each month's newsletter are due by the last day of month to [newsletter@hvuuc.org](mailto:newsletter@hvuuc.org).