

**UUA Transitions Office
Request for a Beyond Categorical Thinking Visit**

Please complete this form as thoroughly as possible after reviewing the [BCT information on the UUA website](#) and send it as an email attachment to transitions@uua.org. Cost is \$400 per congregation or \$350 if Fair Share; \$450 for two or more services or if worship at multiple sites. Send a check, payable to the UUA, with your congregation name on it and BCT in the memo. Please mail it to UUA Transitions Office, 24 Farnsworth Street, Boston, MA 02210-1409. Your check only partly covers the cost of the workshop; the UUA covers the remaining costs.

Application Deadline: 8 weeks prior to your requested visit dates. That gives us time to schedule trainers and gives the trainers time to find reasonably priced airfare.

***Indicates a required field.**

Note that the input fields will expand as you type.

Today's Date 07/11/2016

*Full Name of Congregation Unitarian Universalists of Transylvania County (UUTC)

*City Brevard

*ST/Province NC

*BCT Contact Name Betty B. Kendrick

*email bettybkendrick@gmail.com
577-0005 or home - 828-877-6440

*Phone cell - 828-

Visit Dates

Usually the facilitators meet with the search committee on Saturday evening, provide the sermon (and potentially more) for the Sunday morning service, and conduct the workshop following the Sunday service. If you determine that attendance will be stronger on Saturday you may request a Saturday workshop. You should allow approximately 3 hours for the workshop.

Please choose dates when the entire search committee and most of the church leadership can attend. We do our best to honor your first choice but we ask that you submit 2nd and 3rd choices as well.

*1st Choice 10/01-10/02/2016
10/23/2016

*2nd Choice 10/08-10/09/2016

*3rd Choice 10/22-

Would you prefer a Saturday workshop? No Or Sunday after worship? Yes - We plan to have only one worship service on this Sunday so that members and friends may stay for lunch and the afternoon workshop.

Congregational Information

*Interim minister (if applicable) None currently - Rev. Dr. Paula Gable served as interim minister for our congregation from August, 2015 through May, 2016. Rev. Cynthia Prescott was to serve as interim minister effective August 2016. Tragically she died unexpectedly in June 2016. Although we are actively seeking another interim minister, we have not been able to secure one as of this date.

*Other ministers serving congregation at present and list length of settlement to date We are fortunate to have retired ministers in our congregation and they have been assisting with pastoral responsibilities. We also have a strong Loving Hearts and Helping Hands team that provides congregational care and outreach.

*Please list at least 3 but not more than 10 previous ministers with their dates of service and type of ministry.

| | | |
|----------------------|-------------|------------|
| e.g. Rev. J Jones | 2002 – 2012 | Settled |
| Rev. Dr. Paula Gable | 2015 - 2016 | Interim |
| Rev. Ernie Mills | 2002 - 2015 | Settled |
| Rev. Gary Hyndman | 1999 - 2002 | Consulting |

*Expected start date (month/year) for new minister 08/2017

*Size of congregation 158 members and 94 friends

*Number and time of Sunday services 2 services - 9:30 am and 11:00 am

*Average worship service attendance - if more than one service, feel free to list estimates for each service
1st service - 50-60 ; 2nd service - 50-60

The following information will be extremely valuable to the facilitators and will benefit both the search committee and the congregation. Some of this information might be available in the congregational survey and easy to find. In some cases it may not be, and you are free to estimate (preferred) or leave blank. Please note, if possible, where the information is from (survey, best estimate, other).

Size of search committee: 6 members

Does the search committee include anyone under the age of 40? Yes

Does the search committee include any people who identify as people of color; Latino/Latina/Hispanic; gay, lesbian, bisexual, transgender; people with a disability? Which one (s)? No

How many people in your congregation identify as people of color and/or Latino/Latina/Hispanic? (These figures may be given in a lump sum or broken down by different identities. Please note if the figures are for adults or for adults, youth, and children) adults - 97.3.% white; 2.7% other ethnicities/races

How many people in the congregation identify as bisexual, gay, lesbian, and/or transgender? (These figures may be given in a lump sum or broken down by identity. Of particular use here if the figures are given in a lump sum is a notation of how many of these folks identify as transgender—transgender, transsexual, intersexual, cross-dressers, third gender.) 91.2 % heterosexual; 8.7% - lesbian, bisexual, other; .0066 % (one person) transgender

How many people in the congregation live with disabilities? unsure, Our congregation resides in a retirement community so addressing concerns with aging would be especially relevant. Approximately 60% of the congregation are in 70's and 80's.

Are the above numbers from the congregational survey or an estimate? Please explain. These numbers are from congregational anonymous survey administered in summer of 2016 by search committee. Approximately 60% of members and friends completed the survey.

The following questions may affect the way the congregation thinks in terms of calling a minister in both positive and negative ways. Taking a moment to answer these questions will offer invaluable information to the BCT training team.

Have any of your previous or current ministers (settled, interim, intern) identified as people of color - Latina/Latino/Hispanic; bisexual, gay, lesbian, transgender; and/or having some disability? Please list.

| | | | | |
|------|----------------|---------|-----------|--------------------------------|
| e.g. | Rev. John Doe | intern | 1996-1997 | gay |
| | Rev. Jane Deer | interim | 1999-2000 | Latina |
| | Rev. Jed Stag | settled | 1985-1989 | diabetic, used walker at times |

None

What work around anti-racism has the congregation done? The congregation has an active social action team. This team has led awareness activities, such as Black Lives Matter, and informational programs at UUTC and in the community.

Is there a group for people of color/Latina/Latino/Hispanic concerns? No

What work around disability issues has the congregation addressed? Hearing assistance is a need for our congregation. A system was purchased to broadcast sound to hearing-assistance devices. Five sets of headphones are available for this purpose. In addition, an omnidirectional microphone was purchased which provided much better sound for users. There are standard ADA accommodations in bathrooms and in the entrance to the building.

What disability issues are currently being addressed? Money has been appropriated to ensure that our sidewalks are ADA compliant.

What disability issues has the congregation said it needs to address but has not? A clearance zone at the back of the sanctuary needs to be reestablished that allows a wheel chair to exit through the back door.

Is there a group(s) for disability issues/concerns? The board of trustees and social action team would address these concerns as needed.

Are you officially recognized as a Welcoming Congregation? Yes

Is there an active Interweave or b/g/l/t group in the congregation? No

Is there other anti-oppression/multicultural work that the congregation is doing that is not covered in the above questions? The congregation has active groups that have been addressing concerns with imprisonment of African Americans and assistance for refugees.

What challenge(s) have arisen for the congregation in the past surrounding categories of diversity (race, ethnicity, affectional orientation, transgender, ability) that may impact the readiness of the congregation for bringing in a new minister? None that we are aware of at this time

Was a successful strategy implemented to address the challenge(s)? N/A

The Wider Community

These questions may give some important context to the facilitators who may know little about the wider community you serve.

Where do the majority of your members live? (For example, they may all come from the suburbs to downtown or be primarily located between the town your congregation is in and a neighboring town or you may serve people in a 50-mile radius around your congregation.)

Brevard is a small mountain town of approximately 7,600 city residents. Transylvania County has 33,000 residents. Almost all of our congregation lives in the city or surrounding community. The population of the area soars during the warmer months of the year because of beautiful scenery, outdoor activities, cooler climate, tourism and camps for children. Approximately, 8% of our congregation lives in the community

seasonally. They typically spend approximately six months of the year in Brevard during the spring, summer, and fall.

What are the racial/ethnic communities that are in the area served/close to your congregation?

93% White, 4% Black, 2.4% Hispanic, and .6% Asian

How does the congregation interact with these communities/groups?

Interaction between congregation and community is dynamic. Members and friends of our congregation have strong participation and involvement in agencies and groups that seek to help others.

How do issues of race and ethnicity surface in the wider community?

There have been some recent racial concerns at the local high school. A community team was formed to work with the school system in addressing these concerns. Representatives from our congregation were involved in addressing these concerns.

How accessible to people with disabilities is the wider community of which you are a part?

Accessibility is acceptable but improvements could certainly be made.

Has your wider community undertaken any work to make your community more accessible to people with disabilities that you are aware of?

Pedestrian walk signals have been added that have visual and auditory cues for pedestrian crossing on streets. Sidewalks have been altered in downtown area to make them wheelchair accessible.

Is there a disability rights group in your community?

Transylvania Vocational Services is a valuable resource in our community. This industry provides services and employment for clients with disabilities. Disability Partners in Asheville is a non-profit agency that provides services in Transylvania County. The Land of Sky Regional Council provides a comprehensive listing of community resources. There are also state and school related groups and agencies for those with disabilities and that advocate for persons with disabilities.

How has the congregation engaged in this issue in the wider community?

Members and friends of our congregation have strong participation and involvement in agencies and groups that seek to help others.

What activities and services in your community are there for bisexual, gay, lesbian, and transgender people/concerns?

Transylvania Rainbow Alliance is a non-profit organization dedicated to improving the lives of all LGBTQ persons by educating, empowering and supporting Transylvania County community members.

Do you have people who are out in the congregation but not able to be out in the wider community?

Not that I am aware of at this time

How does the congregation interact with the local bisexual, gay, lesbian, and transgender community (ies)?

We are a welcoming congregation. Members and friends of our congregation have participated in groups and activities advocating for these communities.

Does the congregation have a relationship with another congregation that serves primarily people of color or b/g/l/t people?

No

In some congregations, issues of gender, age, and class would warrant some time as part of the BCT training. For example, one congregation that was several hundred years old had never had a female minister. Another example is calling a minister from a working class background in a congregation of primarily upper class congregants and there being strife over many issues. If there is a reason why you feel that part of the BCT time should be spent addressing one of these areas due to congregational history, please give a short history of why that should happen below.

We are a fairly young congregation and for most of our history have only had one settled minister. I am not aware of concerns that would need to be addressed.

What else should we know about your congregation that we haven't asked?

I believe we have shared the relevant information.

If we need clarification on any part of this form, should we direct questions to the contact person or to someone else (please list name and contact)?

Betty B. Kendrick - contact person