

ALLIE S. GOODING
MATTHEW H. GOODING

8 July 2001

A. Moved to Asheville: September 1987 from Anderson SC

Members of the UU Fellowship of Clemson (Clemson SC) 1975 to 1987;
UU Congregation of Chapel Hill & Durham (Eno River): 1976

B. Education/Careers/Dates:

Matt: B.S. Engineering, Rochester Institute Technology 1970

M.S. Engineering, Clemson University 1981

Employed: BASF 1974 to present as Mechanical Engineer, Project Manager

Allie: Diploma in Nursing: Bellevue Hospital School of Nursing, NYC 1968

B.S.N., State University of New York at Buffalo 1971

M.S.N., Clemson University 1981

Employed: Memorial Mission Hospital as Cardiology Clinical Nurse Specialist, 1990 to 2000.

C. Previous Denomination:

Matt: American Baptist

Allie: Baptized in Presbyterian church as infant. Unchurched until age 10, then Methodist

D. Joined UUCA: September 1987

Why: Active U Us since 1976. Live in Skyland, midway between UUCA & Hendersonville churches. Daughter, Frances, was in middle school in 1987. Asheville had an active RE program for middle-schoolers; Hendersonville did not.

Allie was active in TJ District & denominational activities having served on SUUSI Board (President for 2 years), TJD UUA Board (Finance Committee & Women & Religion Liaison), and later on Mountain Board (President for 2 years, Chair of Executive Director Search Committee). Allie was a regional fundraising coordinator for Mountain Fund Drives 1, 2 & 3 and TJD AYS Teacher Trainer.

As members the UUF of Clemson, both Matt and Allie served as chairs & members of numerous committees in this vital congregation.

E. Situation when first here:

UUCA apx. 350 members with excellent R.E program. Jim Brewer was minister; he insisted on "interviewing" the Gooding family, before we were allowed to sign the membership book. Our daughter was a full pledging member of the Clemson UUF, but found she would not be allowed to join UUCA as a full member until age 18. (The UUCA Bylaws eventually changed).

Allie attempted to obtain an appointment to the UUCA Endowment Committee. She was asked to submit a resume to the Finance Committee. The Finance Committee asked her to serve on the Canvass Committee. The Canvass committee chair assigned her to coordinate the canvass reception; Allie verbalized on several occasions that this was not a good use of her talents. The following year Allie was asked to chair the Canvass Committee. Allie resigned from the Canvass committee; nothing in her prior year's experience had prepared her for this role. Allie went on to participate in 3 Long Range Planning Committees, Worship, Denominational Affairs, Finance Committee, and choir.

Matt assumed chair of the R.E. Committee for 3 years; later was chair of the DRE Advisory Committee.

Impressions of this period of time:

- 1) A pervasive *upstairs* (for adults only) - *downstairs* (where children should stay) *mentality*. Poor congregational response to intergenerational programming.
- 2) Church leadership predominantly industrial retirees. Any "young person" desiring a leadership role had to prove themselves first and/or obtain the approval of the Board.
- 3) UUnicorns was a closed group. Loose Ends filled a need for new middle age members to find social activities & support.

F. Major changes...

Allie did a "This I believe" statement prior to 1997.

Jim Brewer went on sabbatical. There was not enough money in the sabbatical fund to include the hiring of an interim minister. UUCA decided to "do it ourselves." Jim retired sometime after his return from sabbatical; an interim was hired.

Maureen Killoran was hired. Rumors circulated around the church that the search did not follow UUA guidelines and that only one candidate was interviewed and presented to the congregation. The rumor was never directly addressed.

Maureen was appointed by the Board to not only serve as UUCA minister, but also as church administrator. There have been conflicts regarding Maureen's need to control activities and decisions. For individuals in leadership positions, this has been quite demotivating. Planning and/or implementing programs that or either rejected or replaced by the minister's plans or actions.

Matt was chair of Janet Harvey's DRE Advisory Committee at the time of her resignation. Janet was asked to resign by a member of the DRE Advisory Committee, but not by the Advisory Committee. There was much congregational angst created by the perceived coercion of this resignation.

A small group of people attempt to start a second Asheville congregation, but the effort is not successful. This group was voluntary, never sanctioned by UUCA.

G. Any changes/similarities wished:

Hiring of a church administrator to handle the "business" side of the church: repairs, staff, accounting, new members. This person would value the skills of motivated volunteers, encourage further skill development, and coordinate the procedures and programming of the congregation.

Development of Board and Committee leadership skills. The Board should be concerned with church policy and long range planning. The Committees and paid staff should have a clear understanding of these church policies & plans, so they can develop the programs and procedures to implement them. The ministry of this congregation should be shared by the congregational community, not limited to (or by) its paid minister.

Hiring a second minister to coordinate pastoral care. Until Ann Deupree and the Pastoral Visitors program was established, pastoral care was minimal at UUCA. During times of personal crisis, it took too much effort to obtain pastoral care. Calling the church office alerted the minister of a need, but rarely resulted in any personal contact. After receiving "postcards" for recognition of a loss or crisis, we sought support from the hospital chaplains or paid counselors.

At a congregational meeting, the congregation voted to appoint 2 new congregation organizers to facilitate the development of a new congregation in the Asheville area. At the same meeting, the congregation voted not to include development monies in the capital fund drive. Financial and leadership support from UUCA over the next 3 to 5 years will be necessary to make this second congregation a reality.

Developing a high quality R.E. program for all ages.