

Thomas Jefferson Memorial Church - Unitarian Universalist
BOARD OF TRUSTEES APRIL MEETING

May 17, 2017

MINUTES

In attendance: Ann Salamini, Breck Gastinger, Laura Horn, Karen Ransom, Leia Durland Jones, Annalee Durland Jones, Rev. Erik Wikstrom, Jen Larimer, Adam Slate, Jeanine Braithwaite, Christina Rivera
Absent: Katharine Maus, David Mick

I. Opening--(25 minutes total) Opening/Closing Words (Wik), Snacks (Chris), Timekeeper (?), and Process Review (All)

Opening words –

1. Check-in – share whatever you need to feel present at this meeting or whatever else is in your heart.
2. Acceptance of Agenda

MOTION: Accept the Agenda.

Unanimously approved

3. Public Comment – No comment or guests
4. Correspondence -

II. Reports

1. President's Report (written) – Karen Ransom
 - a. Next meeting June 14
 - b. Don't forget to do stewardship calls.
2. Vice President's Report (verbal) – Jen Larimer
 - a. Jen reported the results of the Social Action Collection voting process
3. Treasurer's Report () –
4. Minister's Report (written) – Erik Wikstrom
5. Director of Faith Development Report (written) – Leia Durland-Jones
6. Director of Administration and Finance Report (written) – Christina Rivera
 - a. Final number forecasts look to come in about 2.5-3k in the red for 16-17
 - b. Work concluding on flood damage
7. Membership Report (written) – Sally Taylor
8. Board Liaison Reports

III. Consent Agenda / Electronic Motions

1. Approve April 2017 Board Minutes

MOTION: Approve the Consent Agenda. Unanimously Approved.

IV. Old Business

1. Budget - summary of talking points/messaging, talking with congregation prior to vote
 - a. Christina presented updated budget and draft Congregational Meeting powerpoint presentation of program budget.
 - b. The package will be distributed to the congregation. It needs to be distributed as soon as possible this week. There is a need to craft the narrative for the budget quickly in order to be included with the regular information.
 - i. Board tasks Karen, Ann, Jen, and Breck with this work after the meeting.

- c. Narrative points:
 - i. Yes, we have managed the budget - how?
 - 1. Aggressively collected pledges
 - 2. Kept expenses low
 - 3. Used building repair fund for HVAC
 - 4. Some declined health benefits
 - 5. Has been a 3 year management of deficit
 - ii. Managed budget has coincided with the loss of Uhouse and Mollie Michie preschool rental income
 - iii. This board (this part of "us") has been studying how this works together to form a new future. We've studied finance, church size, revenue potential, staffing, programs, facilities. This is a continuum of a sustained discussion of evolution of our congregation.
 - d. First congregational conversation is this Sunday
 - e. Changes in volunteerism with increased staff support. It allows volunteering move from administrative tasks to program work. People want to do work that makes a difference.
 - f. This world and these times are calling us to do more. We think this plan sets us towards better living our mission and the important work we need to do.

BREAK AND GRATITUDE CARDS (15 Minutes) - Please think of people the Board should recognize for their recent contributions to our church community.

IV. Old Business

- 2. Congregational Meeting - logistics, Parliamentary
 - a. Need to continue to talk up congregational membership and encourage attendance
 - b. Wik to write a letter to new members
 - c. Personal courtesy outreach to those who might have particular interest
 - d. We need to have paper copies at the meeting
 - e. Need to send snail mail copies to list
 - f. Need to send 2 emails - one alerting the coming email and one with attachments. (or links)
 - g. Meeting at the 24th and 31st. Other board members should also try to attend
- 3. Meeting Logistics - 11:30 meeting time (one service at 10)
 - a. Tellers - Breck, Jen, Katherine
 - b. Laura will ask Sally to get membership lists
 - c. Wik - mics
 - d. David Mick to be timekeeper
 - e. Amy W. to do intro
 - f. Annalee to be hand mic distributor
 - g. Jen Caswell-Colbert will do script
 - h. Lynn to do notes
 - i. Need Copies of necessary docs - Chris?
 - j. Chris to write finance report script/notes, delivered by Ann Salamini?
 - k. Need script from Leadership Development on nominations
 - l. Karen to do Governance presentation
 - m. Motion makers need to be identified and distributed once script is ready

4. Stewardship calls update
 - a. Board needs to continue to proceed w/ Stewardship calls - Everyone needs to go back into the list online to make more appointments.

VI. Closing Activities (5 minutes)

1. Process Review (all):
2. Things to do / communicate –
3. Closing words - David

President's Report

Karen Ransom

As we gather together for the 4th time in 5 weeks, I again want to express my gratitude for your commitment to this service. Hang in there! We have a simpler agenda this month, so hopefully we can finish a bit earlier than has become our norm.

My goals for this month's meeting are for all of us to feel confident in the budget proposal and how we present it; have a doable plan for sharing it with the congregation and answering their questions; have all the players lined up for the congregational meeting. Please review the Talking Points document in the Google Drive.

As we begin soliciting feedback on the senior staff's performance for their annual appraisals and hold a potentially discussion rich congregational meeting, the question has come up about where to direct folks who have specific comments or feedback about our staff. Given that the senior staff reports directly to the board, the appropriate place would be with us. I am happy to be the point person for any such discussion, but I also trust that each of us on the board feel equipped to field questions that might come up. Let's talk about this briefly at our meeting.

Please don't forget about your stewardship calls! This is a critical time to talk with our top donors about the budget and how their pledges directly affect the work we can do in the world.

A reminder that our June meeting will be on Wednesday, June 14th which is the 2nd Wednesday due to the conflict of GA the next week. We will invite our newly elected 2017-2018 board members to join us. We will not have an Exec Committee meeting that month.

Thank you!

Vice President's Report

Jen Larimer

Hard copies of Annual Reports from all church Councils, Committees, and Groups will be delivered to the Church Office this month. Electronic copies will be placed into the Board's Google Drive. The Social Justice Council had a very successful meeting to select this year's Social Action Collection recipients. We received lots of positive feedback and suggestions about the application process and the voting method which will be reviewed by the SJC at the next meeting in April. The 2017-2018 Social Action Collection Recipients are:

- African American Teaching Fellows
- PACEM
- Sin Barreras
- Blue Ridge Abortion Assistance Fund
- Barrett Early Learning Center
- Jefferson School African American Heritage Center
- Women's Initiative
- Play Partners A Program of Ready Kids
- Literacy Volunteers of Charlottesville Albemarle
- Virginia Organizing

Lead Minister's Report

Rev. Erik Wikstrom

I had intended to spend this morning writing my (belated) report for this month's meeting, but as I write, last night there was a protest at Lee Park with a dozen or so people shouting, "We will not be replaced" and "blood and soil." If I have any useful gifts, it is the use of words, so I sat down and wrote, instead, a piece for my own blog tying this event into the conversation we're having in our Association (and here in our own congregation) about "white supremacy." I wrote a letter to the editor of the *Daily Progress*, which I then posted to our congregation's blog. And then I began an email exchange with folks in the community – largely, but not exclusively, other clergy – about how we were going to respond. I'd come up with a proposal that I was starting to flesh out, when I heard from a parishioner about a response being organized by SURJ and other area groups. (Again, as I write, I just forwarded to you information about this response, and I'm hoping that by the time we meet as a Board, many of us will have met as loving counter-demonstrators, demonstrating that love cannot be shouted down by hate.)

And that's just Sunday morning! (All of this taking place between and around the two services in which, for the first time, Leia, Alex, and I all performed together our beautiful ceremony of dedication, dedicating a *lot* of lovely children.)

I have also spent a good bit of time since we met last month engaged in the wider conversation going on within our Association. There is so much anger, so much defensiveness, so much stubborn entrenchment ... so little loving, good old Unitarian Universalist listening. I have been doing what I can to enter this maelstrom to speak for those values, while trying to help clarify misconceptions, misinterpretations, and missed opportunities. It is heartbreaking to see people I've known and respected for years – or not known, personally, yet respected all the same – meeting head-on in their pain and anger. And yet, aren't we all called to walk toward that which breaks our hearts when it is in the service of Love? The private responses I have received have told me that this has been time well spent.

And what's happening on the Associational level is playing out here, as well. The UU White Supremacy Teach-In, in which we participated with over 600 other Unitarian Universalist congregations and communities, was by all accounts a challenging success. Some have told me that they felt it was designed to "bring people along;" others have said that they felt fairly, yet firmly, "challenged." It should not be at all surprising that there are also those who are in vehement disagreement with "the party line," as it's often being called, and who think that I am leading us in unfortunate, and maybe even dangerous, directions. (And, of course, there are those who simply chose to avoid that Sunday altogether.)

Responding to the responses has been another focus of my attention and energies. I have, again, turned to the written word – I have already blogged on this several times, and have begun writing several more posts related to the idea of "white supremacy" and its relevance to our Unitarian Universalist Association (and our own local manifestation of it). I've arranged to get together with some people who have reached out in distress, as well as with some who have reached out with some new-found hope. And I've been talking with the executive team of our Racial Justice Committee, and with Leia, about how we can respond to, and build on, the discussion(s) we have started and which are calling on us to continue. Make no mistake ... we are in the midst of an historic moment in Unitarian Universalist history. And what we, as an Association, and we, as a congregation, decided to do will have an effect on our movement for years and years to come.

Sprinkled in and among these things, there was that incredible Auction event (that was so much fun ... as well as being so financially successful); and the worship staff team, worship weavers, and I have been putting the finishing touches on a new way of looking at, and organizing, our "liturgical year," that should help both with our ability to do more long-term planning as well as to deepen the "coherence" of our worship experiences over the course of the year and, then, building on that year after year ongoing.

One last thought ... our last meeting was a lot more recent than the usual month. We were together just two weeks ago, in order to look at the budget we're going to be presenting to the congregation. I want to thank you all for the hard work and care you've been putting into this effort, and for the courage and faith you've shown in deciding to go forward with a budget that isn't a pie-in-the-sky, what-we-dream-of budget

but, rather, one that recognizes the reality with without more resources we simply can't do anything more than what we're already doing (and probably can't even continue doing that for very much longer). There is no question that this will not be a popular message to everyone, and there are those who will be vocal in their opposition. Yet it is also simply true, and you, dear Board members, have made the decision to stick with what is true even when not doing so would be more comfortable. And *that* is one of those good old Unitarian Universalist values we (and our world) need more of.

Pax tecm,

RevWik

Director of Faith Development Report

Leia Durland-Jones

Youth Programming

- Things are wrapping up in our youth programming for this church year. OWL had their last class and celebration on Sunday May 14. Congratulations to our 20 OWL graduates! Many thanks to Pam McIntire, Greg Townsend, Juliane Milburn and Michelle Benedict for facilitating this year's OWL program.
- YRUU's recent Sunday morning programming has been spectacular and included a session on marriage and divorce, a session on power tool/construction safety in preparation for the Appalachia Service Project trip, participation in the #whitesupremacyteachin, and a session on conflict and disagreements and how to return to covenant. Their final class for the year will include sharing "What would be the first lines of your autobiography?" Thanks to Pam McIntire, Greg Townsend, Amy Wissekerke and Jen Smith for serving as YRUU advisors this year and to the fabulous youth members of the Youth/Adult Committee for stepping up and helping create such engaging youth programming.
- I am thrilled to share that Ellie Ransom and Julia Landis are both applying to attend the UUA's Youth Leadership School "Goldmine" this summer. They will return to us with new skills to share both in YRUU and with the larger congregation.
- It is also wonderful to have three of our youth attend General Assembly: Jonah Goodman, Annalee Durland-Jones and Julia Landis. Both Annalee and Julia will be serving in leadership roles at GA. Our congregation can be proud! Additionally, Annalee will participate in the UUA's "Summer Seminary" in Boston in August. Summer Seminary is designed to nurture leadership in young people considering careers as religious professionals.
- We will be honoring and Bridging our graduates on Sunday June 4. Get your tissues ready!

Children's Programming

- Our children's RE program wraps up on May 21. It has been a super year. The RE Committee is particularly grateful for the leadership of Linda Dukes, Ann Forno and Elaine Chapman who wrote and created the seven lessons with intentional focus on racial justice for our 4 year-olds through 4th graders. Special thanks also to Dawn Dirks, Sean McCutcheon, Don Landis and Pam Philips for teaching the 5th & 6th grade *Our Whole Lives* class. I will be debriefing with the OWL team soon.
- Our May Day celebration was wonderful as always!
- Sunday May 21 is our RE volunteer appreciation Sunday and our Sundae Sunday! The RE Committee will be scooping ice cream treats with add your own toppings after both services on Sunday. Come join in the fun!
- The RE Committee is busy preparing for next year's program and registration will be available soon.
- Sign up is already underway for our Summer Fun Co-op which runs May 28 through September 3.

Adult Programming

AFD programming is slowing down as we move into the months of summer and I am working with Kate Fraleigh and Erik on our fall programming. There are at least three upcoming AFD opportunities in the near future to make note of and plan to attend:

- **#WhiteSupremacyTeachIn Follow-up Conversation, Sunday May 28, 11:15-12:15 Lower**

Hall Room 2. All are welcome to join in further reflection with RevWik as we continue the important work of racial justice and our mutual liberation. Child care provided if requested in advance. Please contact Caroline Heins, RE Assistant, to make child care arrangements.

- **Adult Faith Development: RACE: the power of an illusion.** We will watch Part 3 of a PBS television series produced in 2003. Friday, June 30, 6:45 – 9:00 P.M., Church Parlor. Who is 'white?' In the early 20th century the answer wasn't always clear. Often the courts had to decide, and they resorted to contradictory logic to maintain the color line. After World War II 'whiteness' increasingly meant owning a home in the suburbs, aided by discriminatory federal policies. European ethnics, once considered not quite 'white', blended together as they reaped the advantages of 'whiteness' – including increased equity as property values rose dramatically – while African-Americans and other people of color were locked out. Today the average 'white' family has eight (8) times the wealth of the average Black family. 54 years after the Civil Rights movement, the playing field is still not level. After viewing this 1-hour video we'll invite discussion and suggest further resources. Facilitator: Bob Gross.
- **Race Café, Saturday August 12 from 2-4p, Lower Hall Room 2.** Come to church to talk about Race. What's astumbling blocks, surprises, delights? What do you want to say in a non-judgmental environment out loud in a group of people you might or might not know? Modeled after the "Death Café", <http://deathcafe.com/what/> where there is no agenda. Designed for people who want to talk about race. Listening politely is required. Coffee, tea, and sweets will be provided.

Worship

- Our **Contemplative Worship Service** on Wednesdays is ongoing and going well.
- **Children's Worship** wraps up on May 21 with our annual celebration of the complete Rainbow Chalice and a vote for how the children choose to use monies from their weekly offering collection.
- It was lovely to dedicate nine children on May 14. The ceremony was especially touching to me as it included Amanda Chesler's son (Cynthia Pulaski's grandson.) Amanda grew up at TJMC UU and I remember her as a little girl. It was a lovely to welcome Amanda home and to hold Cynthia in our hearts as we dedicated her grandson Grayson. It would have meant a lot to Cynthia to know he was dedicated at TJMC.

Professional Development

I am profoundly grateful for the opportunity to attend the *Revolutionary Love Conference* at Middle Colligate Church in New York in April. This racial justice conference was full of first class presentations, powerful worship and the embodiment of radical hospitality. It was an incredible experience that I am still processing and integrating. I want to thank Chris for inviting me and encouraging me to attend—and for driving us! This conference was soul-nourishing and I am looking for ways to share what I experienced with the wider congregation. We have already used some of the video footage from the conference in our staff meeting and plan to watch more together as a staff. I encourage you to consider attending next year's conference with me!

Director of Administration and Finance

Christina Rivera

Membership Report

Sally Taylor, Membership Tracker for Membership Committee

TOTAL MEMBERSHIP as of March 31, 2017: 416

Add:

Kate Soderman, April 9, 2017

Jim Gorham, April 9, 2017

Bev Gorham, April 9, 2017

Wesley Farris, April 9, 2017

Joan Stalzer, April 9, 2017

Bobbie Williams, rejoined, April 9, 2017
William Frank Plyler II, April 23, 2017
Danny Gray, April 30, 2017
Whitney Sill, April 30, 2017
Erin Britt, April 30, 2017

Drop:

Busse, Perella, died April 12, 2017

TOTAL MEMBERSHIP as of April 30, 2017: 426 members