

Thomas Jefferson Memorial Church - Unitarian Universalist
BOARD OF TRUSTEES NOVEMBER MEETING
November 15 , 2017

MINUTES

BOARD GOALS

- **VISION** - Develop and share vision for church in effective ways
- **STEWARDSHIP** - Increase understanding that all TJMC members are responsible for its well-being
- **ADMINISTRATION** - Ensure TJMC's infrastructure can meet its needs
- **RACIAL JUSTICE** - Lead TJMC's racial justice work inside and outside our walls
- **TRUST** - Strengthen trust relationships between congregation members, and board and congregation
- **75TH ANNIVERSARY** - Create a fun and meaningful celebration

In attendance - Adam Slate - President, Annalee Durland-Jones, Karen Ransom - Past President, Ann Salamini - Secretary, Leia Durland-Jones - Ex Officio, Colleen Anderson - President Elect, Chris Rivera - Ex Officio, Jeanine Braithwaite - Treasurer, Ian Sole, David Mick, Katharine Maus, Erik Wikstrom - Ex Officio, Cindy Shepard

Absent - None

Guests - None

I. Opening--(25 minutes total) Opening/Closing Words (Ann), Snacks (Ann), and Process Review (All)

Opening words – Ann

“In Our Circle Again” by Shari Woodbury

Here we are
in our circle again.
A circle of vision
and reflection,
A forum for deciding
and empowering.

Here we are
At the base of another bridge,
another space spanning
the shores of today and tomorrow.
Beckoning us to cross the chasm,
one day at a time.

Here we are

gathered again at the cusp
of the future,
at the boundary
that holds community together.

We are here,
in a circle of love and trust,
brought to this moment
by a series of choices and promises...
by hope and gratitude...
by our own shadows, faced
and befriended.

With a servant's heart,
with a leader's listening,
with a parent's love, truer
than all our inner trembling,
let us model the health we seek for all
and lean into community.

Somewhere out there,
all we dream is possible.
Somewhere in here,
we are sowing the seeds.

Public Comment – none

Check in

1. Acceptance of Agenda

MOTION: Accept the Agenda.

Unanimously approved.

2. Correspondence - (see text at end of reports)

- Greta Dershimer - IMPACT update

II. Reports

1. President's Report (written) – Adam Slate

We should be prepared to answer questions from the congregation about Erik's sabbatical.

2. Vice President's Report (n/a) – vacant

3. Treasurer's Report (written) – Jeanine Braithwaite

The Treasurer's report will chronically be late, since it is written after the Finance Committee meeting, which is two days before the Board meeting.

4. Minister's Report (written) – Erik Wikstrom

I enjoyed the pulpit exchange with Ebenezer Baptist Church. Pastor Bates preached here while I preached at Ebenezer. This reflects the deepening relationship we have been developing since the ministry of David and Leslie Takahashi Morris.

The Lead Minister's Letter of Agreement stipulates that one month of sabbatical accrues for each year of service, not to be taken earlier than four years nor later than seven years. This is Erik's seventh year. He plans to take 3 months each this year and next. This year's sabbatical months will be April, May and June, followed by one month of vacation.

Discussion -

- Adam asked senior staff Monday to prepare a plan. They are building on an approved plan for this sabbatical from a previous Board.
- We should be clear that this is the first half of Erik's sabbatical.
- Leia will also take her sabbatical leaves in three month segments, in the two years after Erik's.
- There is \$13K reserved for sabbatical expenses. There will be some paid pulpit service, though Assistant Minister Alex McGee and Worship Weavers will cover many services, and a half time replacement for Leia.
- During Leia's last sabbatical, a religious education volunteer took on a half time paid position to keep the program running smoothly.

5. Director of Faith Development Report (verbal) – Leia Durland-Jones

Thanks to the Board for stepping up to support the auction / stone soup dinner / talent show. We scrambled a bit to put this together, but it came off successfully.

There is a pertussis case in church. An informational email went out. Parents are being directed to their own physicians.

The LREDA (Liberal Religious Educators Association) Fall Conference took place last week. Typically this is treasured time of respite and rejuvenation for Leia and Chris. This year it was challenging. The program was prepared by a volunteer board which messed up. The presenters were experienced by attendees as patronizing and embodying white supremacy. I bring this up because it is a reminder that we will mess up as institutions and congregations. This incident provides a model for pivoting in the moment, for stopping something when it's going badly, and continuing to show up.

Discussion -

- Can we include this letter as an addendum to the minutes? - Yes, it is meant to help congregations understand what happened. (The follow up letter from the President of LREDA can be found in the written report section, under Director of Faith Development Report.)
- Chris mentioned that Leia was immediately pulled into the group devising how to go on with the weekend. She is very highly regarded as a religious educator by her peers.
- Chris was the summary speaker for the conference after the whole debacle.

6. Director of Administration and Finance Report (written) – Christina Rivera

Chris has printouts of financial statements. The main takeaway is the larger than expected deficit which stems almost exclusively from slow pay of pledges. This is a situation we are watching carefully. We typically get heavy payment in December. If we don't catch up at that time, we will ask a small team to look into the reasons and encourage auto payment.

There is good news in rentals; we're almost at 100% for the entire year. Hopefully there will be a contract for fiscal year 19 for one day per week at \$9000/year. Our events line item (auction, etc.) is tracking at or over budget.

Discussion -

- How is the Finance Committee functioning? - It's wonderful to have a treasurer and have the committee acting as support for her. They have a covenant which is reviewed at every meeting so they are clear on their purpose. They are concerned about the slow pay issue, but are staying focused on their work. Things are different this year. There are regular meetings with agenda, opening words, chalice lighting, check in, review of covenant, etc., which is important for a church group. It is a reinvigorated committee with a function to protect the finances of the church and our DAF. They are stepping up to that role. Colleen sat in on the most recent meeting. It seemed like a well functioning group that can work together toward goals.
- We need a functioning Finance Committee to implement the Next Steps initiatives. They will be asked to be part of the Stewardship work as well.

7. Membership Report (written) – Sally Taylor

8. Board Liaison Reports

- Personnel Committee - David

Personnel has not met since the last board meeting as a new member will be joining the group.

- Nominating Committee - Karen

There was no meeting. Now that the Bylaws revision has been passed, there will be a new member on Personnel. Nominating Committee is recommending Lynn Heath for the position; approval of her appointment is on the consent agenda below.

III. **Consent Agenda / Electronic Motions**

1. Approve October 2017 Board Minutes

2. Appointment of Lynn Heath to Personnel Committee, contingent on approval of bylaws changes at November Congregational Meeting

MOTION: Approve the Consent Agenda.

Unanimously approved.

IV. **Old Business**

Comment [1]: Reports finished around 7:30

Comment [2]: Consent agenda approved around 7:35

1. Committee on the Ministries - Wik and Adam (10 min)
(See report following the Minister's report at the end of the minutes.)

MOTION: Enter closed session without staff.

Unanimously approved.

MOTION: Leave closed session.

Unanimously approved.

Summary - The Board approved Pete Armetta, Katherine Parsons and David Schutt to join Committee on Ministry. They will join ongoing members Ruth Douglas, Beth Jaeger-Landis and Cathey Polly, who each have one more year to serve.

2. Staff Assessments - Karen (10-15 min)

MOTION: Enter executive session without staff.

Unanimously approved.

MOTION: Leave executive session.

Unanimously approved.

Summary: The Board received and accepted the report on the senior staff assessments.

3. Update on 75th anniversary committee - Chris/Karen (5 minutes)

The plans are not as far along as hoped, but a planning committee is being put together. Leia has agreed to be on the committee.

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

V. New Business

1. Debrief Congregational Meeting - Adam (15 min)

- No issues were expressed regarding the financials.
- The Bylaws vote went smoothly with no challenges.
- The report on Next Steps Weekend and Board priorities went fine. Adam put the presentation on the web site right away. A second presentation will be held on December 10th after the second service.

2. Review priorities for Stewardship - Chris (20 min)
(What deliverables are desired for the stewardship position?)

This item was briefly discussed but will be addressed in full at the December Board meeting. There will be a list of priorities / deliverables of what we want done that can be accomplished in a 10 hour position.

We will also appoint a two to three person team to look at the pledge lag.

3. Board initiatives in racial justice - Adam (15 min)

(What role should the board take in encouraging racial awareness possibilities?)

How does the Board work with the congregation? How do we educate ourselves? One thing we have mentioned before is to bring in someone to do a process review of our meetings to help us be aware of institutional bias.

Discussion -

- We need to do the work first, to find our own voice on racial justice, in order to then lead the congregation. Kate Fraleigh has expressed interest in trainings.
- The congregation is trying to figure out how to fit into this. A significant subset wants to take care of themselves first.
- We need to replace the sense of guilt, which tends to paralyze, with the sense of responsibility, which can propel action.
- Scheduling persons of color as speakers during the upcoming sabbaticals is valuable.
- This is a both / and situation. We are modeling the work and doing it now *and* planning on how to move the congregation forward.
- The Board doesn't have to do it all - the Racial Justice Committee and staff are doing a lot. That work will help the Board decide what our role should be. The Board's commitment to looking at the incident at the LREDA conference is a powerful example to the congregation.
- I've grown in understanding so much in the last 2 years to the point I can lead now. We have to actively engage in our own transformation. Once it becomes a priority, you can't go back. It's our liberation as well.
- The board can't lead the congregation without having a pretty solid voice. We need to get immersed first.
- We also have a priority to lead the congregation from where they are and some of them are having a hard time with this.
- There are lots of ways to lead the congregation and meet them where they are. We shouldn't wait until we're "done" to work with the congregation, but we should at least be well immersed. Some of our individual voices may be helpful now, but some are not yet strong. We don't want to model the white supremacist cultural characteristic of thinking about what other people have to learn and how we can fix things for them, without thinking to look at ourselves.
- Story sharing is powerful as a way forward, for example Leia's report on the LREDA conference, sharing what we've read, recounting conversations with congregants.
- As Exec crafts the next agenda, we'll need to think strategically about how we can integrate board learning as well as board relationship building with with the congregation.

VI. Closing Activities (5 minutes)

1. Process Review (all):
Brief final thoughts after a three hour meeting:

- Tired
- Hopeful
- Sad
- Tired
- Glad we kept going
- Tired
- Good
- Concerned
- Concerned about financial situation
- Exhausted
- Frustrated

2. Things to do / communicate –

3. Closing words - Ann

Dates to remember -

February 2018 - TJMC 75th Anniversary

June 3, 2018 Annual Business Meeting after 10AM service

Upcoming topics -

Policy Review panel - (Empower group to undertake policy review process and bring policy manual up to date)

Charge for Personnel Committee

REPORTS

President's Report to Board November 15, 2017

Dear TJMC Board members,

I want to thank you all for your work developing our board priorities, our roadmap for the current year. I presented them at the congregational meeting, and they were well-received.

Also thanks to Karen Ransom, our past-president, for seeing several of her initiatives from last year through to completion. We have completed senior staff annual assessments, and the congregation approved the bylaw revisions based on governance changes enacted this Spring.

And thanks to staff for their work pulling together our Stone Soup/Talent Show evening and congregational meeting this past weekend. They were both successfully executed, meaningful, and at least one of them was fun!

At this week's Senior Staff/Presidents meeting, we discussed Wik's contract containing a provision for him to take a sabbatical next year, something that we will

need to start planning for. I have asked the senior staff team to put together a proposal for us to review and react to—look for that next month but for now be aware that it is coming down the pike. You may receive questions about it from congregants as the church begins discussing it.

It is worth highlighting that our church has started integrating the idea of “member expectations” in more public ways this month. Wik discussed it in a sermon, we included it in our Board priorities document and in my presentation to the congregation, and just today Wik sent a draft brochure about member expectations to the Membership Committee to review. These are small steps, and it would be easy to miss them in the fast, busy flow of church life. Yet they are meaningful steps toward becoming the kind of high expectation church we strive to be.

This month Ian, Jeanine, and I attended a webinar by the *Stewardship for Us* team. At that session they echoed what Mark Ewert included in his Next Steps report: that he almost never recommends a church give up a focused short-term pledge drive in favor of a year-round pledging process. If we embrace this advice and indeed continue with an annual pledge drive of some sort, we will need to start looking at putting together a team in the next month or two. Assuming we go that route, I plan to be part of that team; I hope some of you will decide to join me.

Finally, please be aware that the weekend of Dec. 9-10 we will have our all-church holiday party on Saturday afternoon, and I will be doing the Board Priorities/Next Steps Results presentation again on Sunday after the second service. I would love a strong board presence at both events.

Faithfully,
Adam

Treasurer's Report

Treasurer's Report for November 2017 Board Meeting

As anticipated, our expenditures have outpaced our revenues this church budget year. Unfortunately, and not as planned, we have seen a pronounced lag in pledge payments so far in 2017-2018. Current year pledges have come in at \$109 K to date for end-October 2017, versus a budgeted amount of \$132 K. Preliminary exploration of this \$23 K gap has found that some people have dropped off automatic electronic pledge payments, so we have been asking people to sign up for that in the new Financial Snapshot feature in the weekly email.

We typically see a surge of pledge payments in December as congregants pre-pay for the end of the tax year. If we do not catch up the pledge gap, we will appoint a 2-3 person task force to work with the DAF to address this issue.

Other revenues were positive, including building user fees at more than twice budgeted and the yard sale, so that total revenue was \$145 K. Staff have responded to the pledge income shortfall with our typical coping mechanisms of expenditure control, with expenditures held to \$171 K, or only 88% of the budgeted amount.

In response to direction from the Board, the Finance Committee, and the Congregation, the Director for Administration and Finance (DAF) has approached our Bank (Wells Fargo), about opening a Line of Credit (LOC) to cover our anticipated deficit this church year 2017-

2018. We are currently negotiating terms (primarily the rate of interest) and will report back to the Board and Congregation hopefully by the December meeting. Given that the LOC is not yet operative, \$10 K from our cash savings was transferred to our checking account to cover bills this month.

The Next Steps Weekend report findings were shared with the Congregation at the November 12, 2017 congregational meeting. One of the most important findings from my perspective is that we need to create a culture of generosity and stewardship at TJMCUU. I am very hopeful that the re-invigorated Finance Committee can support the Congregation and Board to achieve this critical goal.

Minister's Report

Lead Minister's Report to the Board – November 2017

This month I once again “swapped” pulpits with Pastor Lehman Bates of Ebenezer Baptist Church. He has been coming here as a guest preacher since the tenure of Leslie and David Takahashi-Morris, yet it is only in the past few years that there has been a reciprocal invitation to preach there. Pastor Bates has said that I am the first non-Christian to speak from their pulpit, which I view as a sign of the growing depth of our relationship. Last year we exchanged pulpits twice, and it is likely that we will do so again this year.

As I said to the Ebenezer congregation when I was there, one of the reasons we do this is to demonstrate our deep conviction that no matter what things may seem to separate us, “in the eyes of that Ultimate Reality we are one human family.” This year, several members of our congregation attended worship there – I think both to be supportive of me and to hear what I’d say in such a different context. I believe they found far more of value in the experience than anything I had to say. One person told me that he had never before been a first-time guest in a church and felt so immediately able to engage with the experience.

The primary thing I would like to bring to your attention in this report is the issue of my upcoming sabbatical. According to our Letter of Agreement, “sabbatical leave accrues at the rate of one month per year of service, with leave to be taken after four but before seven years of service.” This is my seventh year of our mutual ministry. I have mentioned this in previous reports, but the time is drawing nearer and there is much to do beforehand.

When I took sabbatical in a previous congregation I took all six months in one shot, a decision I think both the congregation and I regretted. It was simply too long away. So my plan is to split the time over two years – three months in this 2017 – 2018 year, and three months in the 2018 – 2019 year. For a variety of reasons, I would like to take April – June as my sabbatical time (and would like to add my four weeks of vacation to the end, making the entire time away April – July.)

The largest area of my ministry here that will be affected will be worship. Alex currently preaches one Sunday each month, and I plan to invite a guest preacher each month as well. That will leave two Sundays each month, and I am currently doing more extensive sermon training with the Worship Weavers so that they will be ready to assume full responsibility for worship (including preaching) by the time I leave.

I would especially like to invite preachers from other local faith communities to be our guests, and have already spoken with Rev. Alvin Edwards (Mt. Zion First African Baptist Church), and Pastor Brenda Brown-Grooms (New Beginnings Christian Community), although we haven't done anything to firm up a date. I would also like to reach out to Rev. Dr. Susan A. Minasian of Sojourner's UCC, and either Rabbi Guthertz, or Rabbi Schmelkin of Congregation Beth Israel. (It is my understanding that the Islamic Society is currently looking for a new Imam, but someone might be available and interested.)

Alex already does the lion's share of our pastoral care, and I imagine that that would continue. Because she only works here half-time, and now also works half-time as a Chaplain at Martha Jefferson, I do not believe it will be possible to increase her workload. Many congregations as their lay Pastoral Visitors to step up – sometimes increasing their numbers, and sometimes expanding their training. I am also currently exploring if there is a way to ask local UU clergy to “fill in” on a rotating basis.

There are, of course, other aspects to the work I do here. Because of our senior staff model, many of those things are already shared. It is strongly recommended that a religious professional taking a sabbatical create an ad hoc Sabbatical Committee prior to their departure. I would work with this group, along with the Board and the Committee on the Ministry, to identify other areas of our mutual ministry that would require extra attention during an extended absence. As to cost – the primary expense should be the cost of pulpit supply. There are 18 Sundays during this sabbatical + vacation time. Following the above plan we'll need to arrange for 4-5 (paid) guest preachers. The UUA's recommends a minimum rate for reimbursement at \$250 for one Service, and \$300 for two. This would mean pulpit coverage would cost roughly \$1,500. It is my understanding that there is currently roughly \$13,000 held in a sabbatical fund. Even if expenses were double my projection, this amount would more than cover three months this year, three months next year, and the sabbatical that Leia is due and would most likely take in three-month blocks in 2019 – 2020 and 2020 – 2021.

What would I do during this time? I do not have any firm plans yet, but I imagine that I would spend the greatest part of my time split between physical and spiritual renewal, and focusing on writing projects. (I have two ideas for books that I would like the time to play with.) I have also thought about a focused, self-directed study of alternative leadership models, systems theory, and/or church-size dynamics.

Pax tecum,

RevWik

A Report to the Board Concerning the Committee on the Ministries –November 2017

Purpose:

According to our bylaws (XII.5), “the primary purpose of this committee will be to interpret, support, and monitor the ministry of the Church.”

History:

The Committee on the Ministry (here and in most UU congregations) grew out of something that was called the Ministerial Relations Committee. (In some places it's called the Pastor/Parish Relation Committee.) In that form, the Committee's function was primarily to serve as a support for the ordained minister, as well as to receive comments (complaints, usually) about the clergy person's performance. In time, it became clear that something more was needed. Much like Nomination Committees morphed into Leadership Development Committees (at least in name), Ministerial Relations Committees became Committees on the Ministry(ies).

Within our Association the form and function of the Committee on the Ministry has continued to evolve. In the six years I've been here, the Committee has tried, with greater or lesser degrees of success, to find its footing and establish the best way for it to fulfill its charge.

Currently, the Committee receives input, largely matters of personal preference (as opposed to issues of performance or policy). It is also *exceedingly* under-utilized. For a while it held monthly listening sessions to solicit feedback, yet this initiative was abandoned because of lack of congregational response. We continue to (strive to) meet monthly, with me serving as the group's facilitator. Our agenda general consists of talking about any issues that have been raised by congregants, and then I initiate a conversation about things that I think it worth discussing, or that I think need exposure to a wider group.

Proposal:

At our meeting on September 19th, we discussed the following new ideas for how the Committee might more effectively “interpret, support, and monitor the ministr(ies) of the Church.” *How* we do this work has never been mandated, so these changes are functional, so we'd like the Board to know about them:

- Our current senior staff leadership model is predicated on the observation that the Director of Administration, Director of Faith Development, and Lead Minister each has a unique “lens” through which they view the congregation's life. This makes co-equal collaboration among the three people in these positions a structure that gives a more complete, 360° perspective to the professional leadership. In keeping with this, the Committee will now meet with each of the senior staff in turn, on a rotating basis, rather than exclusively with the Lead Minister.
- The Committee will also shift from being led by the attending staff person, to being a Committee with a chair and the charge of developing its own agenda. With this change, the invited staff person will serve as a “consultant.” The

Committee will continue to receive feedback from congregants, yet this will now be seen as being in the service of a more pro-active on-going “interpreting [and] monitoring” of the congregation’s ministries.

- The Committee would like to offer itself as the body charged by the Board with conducting and interpreting the congregational survey (on a 3-5 year schedule).

Recommended Slate:

As described in the bylaws*, the Board appoints the members of this committee from a slate of nominees prepared by the Lead Minister. The Lead Minister is directed to bring a slate with more names than the number of open slots. The following five people have agreed to serve, if appointed by the Board, to fill the current three open slots:

*The Bylaws stipulate the committee shall consist of “at least 3” members.

(Note: the proposed slate has been removed.)

Plan:

Once the Board nominates the Committee’s new members, the Lead Minister will meet with the Committee at its December meeting to facilitate an overview/orientation. Beginning in January, the senior staff will begin their rotation.

When the Board identifies a date by which it would like to receive the results of the Congregational Survey, the Committee will create a timeline for its implementation.

(This will include dialog with those congregants who have expressed an interest in their being a survey.)

Director of Faith Development Report

Dear Colleagues,

The LREDA Board and Fall Conference Planning Team brought speakers to Fall Conference that embodied white supremacy and patriarchy. Of course, that was not our intention, but once again we learn that intention is not what counts, it’s the impact of our decisions and actions that matters, and our actions led to pain for our colleagues of color and others.

Friday evening our presenters led a brief exercise that many felt was paternalistic, forced intimacy, and used poor educational practices. Then, Saturday morning, after another exercise led by the presenters, some people of color challenged them, as did some white people and others with marginalized identities. The presenters were inauthentic and patronizing and more than one participant, mostly POC, demanded that they stop talking. At that point, the board suspended regular programming, white participants were led through a discussion, people of color caucused and the LREDA Board and the Diversity and Inclusion Team met. The Board

and the DiT invited the caucus of people of color, if and when they were ready, to come and speak with us.

Representatives of the caucus then shared with the board and DiT their responses to the presenters and their hurt and anger about the board bringing these speakers to Fall Conference. There was great pain expressed, and speaking on behalf of the leadership of LREDA, we are deeply sorry, and grateful for their willingness to speak honestly, giving us another chance to be faithful colleagues. A group was formed to plan the Revised Programming for LREDA Fall Conference 2017.

The following day, we began a day of Faith Development for LREDA as an institution and for attendees. It included worship, a conversation between Jessica York, Co-Director of Ministry and Faith Development for the UUA and myself, Restorative Justice practices brought to us by Paul Langston-Daley, and racial identity caucusing groups.

While we deeply regret the pain inflicted on participants of color and others, what emerged was a lived collective experience of what dismantling white supremacy and centering the experiences of people of color and others with marginalized identities looks and feels like. I came away having learned a great deal about how white supremacy lives in me as well as an introduction to how it lives in the formal and informal systems of LREDA. Yet, I also am aware that the greatest learning was for white religious educators, at the expense of people of color.

After this experience of hurt, we sought forgiveness, we have identified many questions to be explored and most importantly we have had an experience of collaboration, vulnerability, humility, truth-telling, partnership and patience to build on. We will move forward, using the antidotes to white supremacy and building relationships of accountability.

Many people made contributions to the Revised Programming but I'd like especially to thank: Jessica York, Mark Hicks, Christina Rivera, Melissa Carvill Ziemer, Paul Langston-Daley, Erica Shadowsong, Aisha Hauser, Marisol Caballero, Matt Meyer, Jolena James-Szanton, Heather Concannon and Leia Durland-Jones. We were thankful for Susan Frederick Gray and Carey McDonald's presence and their appreciation of the ministry of religious education and of religious educators as valued colleagues.

And, I want to hold up a resource that we used in our Revised Programming that was part of the White supremacy Teach-In material. The board will be keeping close in the days ahead, I recommend it to all of you

http://www.cwsworkshop.org/PARC_site_B/dr-culture.html

In humility and deep gratitude,

Annie Scott

LREDA President on behalf of the LREDA Board

Director of Administration and Finance Report

Director of Administration and Finance – Christina Rivera

Board Report , November 15 2017 mtg

October 2017

- Number of emails received: 2925
- Three rental tours resulting in 2 booked rentals
- Attended Charlottesville Clergy Collective meeting as TJMC-UU rep
- Prep and attended following meetings:
 - Board Meeting
 - Presidents Mtgs
 - Finance Committee Mtg
 - Personnel Mtg

Rentals:

- **New rental:** I have communicated with and established a relationship with a long term rental beginning in September 2018. The rental spaces will be in the main church building primarily in the Lower Hall and on a single day of the week (Monday 8am-5pm). I'm working with the RE and Sexton teams to address how this will affect our operations of those programs. This contract, which the Board will review next month, will provide for approx \$9K additional rental income for fiscal year 2018-19.

FY 17 Financial Report Notes:

October 2017

Year to Date Month-End Report*

	Budget	Actual	Difference
Revenue	\$185K	\$145K	(\$40K)
Expenses	\$193K	\$171K	\$22K
Revenue/(Deficit)	(\$8K)	(\$26K)	(\$18K)

- Expenses continue to be managed with deferred staff and program costs

- Revenue: Rental income continues to track high due to sustained repeat rentals with various organizations
- Revenue is tracking lower in two areas:
 - Pledge lag: we are \$23K behind in year to date pledge payments, this amount covers almost the entirety of our current deficit (\$26K.) I will be talking with the Finance Committee and the Board about empaneling a Pledge team to help me closely monitor pledge payments and how we might assist congregants in signing up for and using the automated payment systems available to them.
 - Scrip – This is an area to be addressed in December with a couple of script volunteers. I'd like a Board or Finance Committee volunteer to work with me on this program.

UUA Denominational Affairs:

I continue in my duties serving on the UUA Board of Trustees and as Secretary of the Association. Additionally our collaborating team of religious educators launched our own **#UUWhiteSupremacyTeachIn** website (www.uuteachin.org) and the **#UUWhiteSupremacyTeachIn2**. We had over 250 congregations/communities signed on to TeachIn2 in October and the TeachIn materials continue to be widely utilized throughout the Association. We are well aware of the push back to the use of the words White Supremacy and that is why this volunteer team of religious educators came together to do what we do best, lead UU congregations in the difficult conversations that move our faith forward.

Membership Report

TOTAL MEMBERSHIP as of September 30, 2017: 430

Add:

Barbara Ohanlon, October 15, 2017

Jennifer Shenk, October 15, 2017

Drop:

Matt Kimpel –inquiry letter sent 9-8-2017, no response, archive

Carly Moulis – inquiry letter sent 9-8-2017, no response, archive

Cooper Brett – inquiry letter sent 9-8-2017, no response, archive

Riley Slate– inquiry letter sent 9-8-2017, no response, archive

Lucia (Lucy) Pugh-Sellers– inquiry letter sent 9-8-2017, no response, archive

John Alexander, inquiry letter sent 9-25-2017, no response, archive

Diane Ober, inquiry letter sent 9-25-2017, no response, archive

Diana Filipi, inquiry letter sent 9-25-2017, no response, archive

Mark Foley, inquiry letter sent 9-25-2017, no response, archive
Patricia Foley, inquiry letter sent 9-25-2017, no response, archive
Pare Gerou, inquiry letter sent 9-25-2017, no response, archive
Margaret Jensen, inquiry letter sent 9-25-2017, no response, archive
John Pfaltz, inquiry letter sent 9-25-2017, no response, archive
Karen Johnston, inquiry letter sent 9-25-2017, no response, archive
Bill King, inquiry letter sent 9-25-2017, no response, archive
Lynn King, inquiry letter sent 9-25-2017, no response, archive
Kelly Oehler, inquiry letter sent 9-25-2017, no response, archive
Kevin Oehler, inquiry letter sent 9-25-2017, no response, archive
Eve Zamora, inquiry letter sent 9-25-2017, no response, archive
Stephanie Jones, moved, archived by office

TOTAL MEMBERSHIP as of October 30, 2017: 412 members

Sally Taylor
Membership Tracker for Membership Committee

CORRESPONDENCE

TJMC IMPACT Update - October 27, 2017

The IMPACT Annual Assembly on Tuesday, October 24 was a success in many ways. A new congregation joined the organization, bringing the membership back up to 28. TJMC had 8 of our 14 Network Members in attendance (4 were out of town), and IMPACT exceeded its attendance goal of 212 supporters. TJMC member Julia Sakellarios gave a strong testimonial about problems she has experienced with acquiring and retaining affordable and accessible housing as a senior in Albemarle County.

TJMC Network Members voted as a bloc to choose Affordable Housing as the new issue for the year. That was the issue that won the most votes, although Immigrant Conditions was a close second, I believe (no actual numbers were announced). This issue is a good one for TJMC, because we know that several of our members have issues related to affordable housing. In addition, the TJMC Racial Justice Committee has chosen adequate public housing/adequate affordable housing in Charlottesville as their special issue for the year. This means that IMPACT

supporters and Racial Justice supporters can be working toward similar goals, which should contribute toward a wider sense of church community.

We plan to have an IMPACT table in the Social Hall on the first Sunday of the month, beginning on November 5th. We will provide informational materials for the congregation related to the status of the Region Ten Women's Treatment Center and the latest Albemarle County efforts to improve affordable housing for seniors, as well as facts about housing issues in Charlottesville reported in stories told at IMPACT House Meetings. IMPACT's Research to Action Kickoff training will be held on Tuesday, November 14. We expect to have some TJMC members participating again in the research process this year. We continue to work on recruiting more Network Members.

- Greta Dershimer