

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

April 18, 2018

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

BOARD COVENANT

As the 2017-2018 Board of Trustees, we covenant with one another:

- To show up prepared, and ready to work
- To keep our mission in the forefront of our thinking
- To engage with one another and our work thoughtfully, respectfully, and with a whole heart
- To take on responsibilities beyond our monthly meetings, and then to follow through
- To listen deeply, assuming good intentions
- To speak our own truth, to honor the lived experiences of others
- To remember those who are not in the room, and to be mindful of the impact of our decisions (and our interactions) and not just our intent
- To help one another grow into our best selves
- To speak with one voice once a Board decision has been made
- To keep space in our meetings for laughter and love.

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

Absent - Ian Sole

Guests - None

I. Opening--(45 minutes total) Opening/Closing Words (Colleen), Snacks (Colleen), and Process Review (All)

Opening words – Adam

Community Time (Public Comment) – None

Check in -

1. Acceptance of Agenda

MOTION: Accept the Agenda.

Unanimously approved.

2. Correspondence (see text at end of minutes) - None

II. Reports

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

Topics:

- Looking forward to the Auction this Saturday.
- Call with UUA Southern Region staff for elected board members will occur April 25, 6pm
- Board/COM joint congregational listening session - Committee on the Ministry wants to join the Board on this session. Scheduling is underway - perhaps May 6th after the second service.
 - Everyone is welcome but there will be emphasis on newer and younger members
- Annual stewardship - status
 - We have a list of 8 people willing to do stewardship visits.
- General Assembly delegates - Delegates will be approved at the May Board meeting. There will be delegate places available at GA and also as an off-site delegate. Julia Jaeger Landis and Annalee Durland-Jones will be the Youth Caucus Business Managers. June 21-25 in Kansas City.

- Being an off-site delegate requires registration with a fee. You will have access to an off-site delegate online room with live stream of the GA General Sessions Hall. You can get in queue to ask questions and make a motion and you can vote.
- Deferring review of staff priorities this month.

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

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

We continue to monitor pledge income and tightly control expenditures. There was a dip in pledges in March, but some early payments in April and a matching employer pledge have corrected that. We look to be on track for the expected end-of-year deficit which was part of the explanation of the deficit budget at last year's Annual Business Meeting. The line of credit has yet to be drawn on.

Expenditures for next year's budget projection are flat, with staffing costs unchanged. That leaves pledge revenue as the only variable in budget scenarios.

Discussion - Can you summarize the results of Finance Committees solicitation of personal budget priorities? - I don't have a summary report. That will be in the next report from Finance. There was a good turnout of people expressing their priorities. Religious education programming and social justice were common priorities.

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

Erik restated his encouragement to stay strong during hard times, keeping our minds on the big picture rather than getting caught up in the details. Strength among the leadership is a real help in moving through institutional problems. The underlying emotional state is more to the point than the symptoms we are encountering.

Chris, Leia and Erik were full professors for a day in a class at Harvard Divinity School, skyping in to participate in a class on shared ministry and alternative models to clergy centrism. Their were great questions asked and our staff learned to more clearly articulate their points.

Erik also distributed an article from the Washington Post about the current conflict at All Souls in Washington, DC. The underlying issues are much the same as we are facing as a white institution that decides to look at itself as well as the wider world. We aren't alone in this struggle; it is the zeitgeist of our movement.

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

There will be a religious educator from New Jersey visiting our church this Sunday to shadow Leia and her assistant. The flower communion will be of particular interest.

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

I second much of what Jeanine reported. Much time is being devoted to the auction at this time. It's heartwarming to see the work and offerings coming in. Chris will be available electronically. Her administrative assistant will be on hand at the event.

On stewardship, Chris is working up scripts to use in stewardship visits. These will be launching in the next couple of weeks, starting with some role playing. She is calling new members who have not yet pledged.

It's still not easy to be in the congregation in the aftermath of the racist note. She has visited with the COM and Active Minds. It was enjoyable to get to know each other.

Discussion - Erik commented on watching Chris lead the discussion with the COM. People of color have to work hard as part of an all white group to explain difficult and personally hurtful topics, putting aside their own feelings. It's a significant extra load for them.

7. Membership Report (written) – Sally Taylor

Membership holds at 419 again this month.

8. Board Liaison Reports

- Personnel Committee – David

They haven't met since the last Board meeting which was postponed because of snow.

- Nominating Committee – Karen

They did not meet this month. No candidates have been lined up at this point. It's important to work out the succession in the new governance plan. There will be fewer at large board members. The officer positions need to be staggered, so this is a complicated year.

- 75th anniversary -Leia

There will be a potluck meal after the second celebratory worship service on April 29th with lawn games and a scavenger hunt. The anniversary celebration is concurrent with our May Day festivities, so there will be a May Pole, tattoos and cake. Bring your potluck dish, lawn chairs and lawn games. Lorie Craddock is coordinating the dinner. Help will be needed with cleanup.

III. Consent Agenda / Electronic Motions

1. Approve March 2018 Board Minutes.

2. Accept verbal and written reports as submitted.

MOTION: Approve the Consent Agenda.

Approved with one abstention.

IV. Old Business

1. UUA Consultation Update - Adam

Connie Goodbread and Kathy McGowan from the Southern Region UUA will have a skype call next Wednesday with elected board members. Paula Cole Jones will also come for a Friday/Saturday weekend. She will meet with the Board and Senior Staff on Friday evening, addressing skills for effectively working together. On Saturday she will meet with the congregation. We anticipate her work with the congregation will include some presentation of useful material and some conversation among congregants.

We want to pick the weekend that the most board members and all Senior Staff can attend. Ms. Jones' available weekends are:

- May 4-5 - This is a conflict with the Douthat overnight, which many of the people who were opposed to the deficit budget will be attending. It did get the most votes on the Board scheduling poll.
- May 25-26 - This is Memorial Day weekend; many people will be otherwise committed.
- June 1-2 - This is the weekend before the congregational meeting.
- June 15-16 - This seems too late for our needs. The congregational meeting will be dominated by this subject if we haven't addressed it beforehand.

We discussed the pros and cons of each date, realizing that no date was obviously better. May 4-5 seems the best choice. We will ask Ms. Jones for thoughts on how to address the fact that some important constituents would not be able to come.

BREAK AND GRATITUDE CARDS (10 min) - Please think of people the Board should recognize for their recent contributions to our church community.

2. Budget discussion - Jeanine and Adam

MOTION: Enter Executive Session.

Unanimously approved.

MOTION: Leave Executive Session.

Unanimously approved.

Summary -

- We reviewed the budget development process and heard a summary of the stewardship situation.
- We scheduled an extra Board meeting on the budget on May 10th. The regular Board meeting on May 16th will still take place.
- Congregational conversations will be planned on May 20th and 27th.

V. New Business

VI. Closing Activities (5 minutes)

1. Process Review / (all):

(How are you feeling and / or what you would like to see different?)

- Resolved.
- The conversation sometimes seemed unfocused.
- Tired.
- Hopeful.
- Persevering.
- Concerned that the Board will be criticized for how it engages with Finance Committee and congregation.
- Hopeful for the auction.
- Feels like I've been here before.
- Impressed with Chris and Jeanine's work with Finance Committee.

2. Things to do / communicate –

Adam - consult with Paul Cole Jones about weekend visit

All - help with the 75th Anniversary celebration

Adam and Ann- snacks and words for May 9th meeting

David and Karen -Snacks and words for May 16th board meeting

3. Closing words - Colleen

Dates to remember –

May 2, 2018 – Board Exec meeting

May 4-6, 2018 - Weekend with Paula Cole Jones

May 10, 2018 - Board Budget meeting

May 16, 2018 – Board meeting

June 3, 2018 Annual Business Meeting after 10AM service

Upcoming topics -

- Staff Priorities Review
- 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

Treasurer's Report

Treasurer's Report
April 2018

Jeanine Braithwaite

We continue to track revenues and expenditures closely. Expenditure management continued under close control from 1 July 2017 through end-March 2018, remaining at 93% of budgeted amounts.

On the revenue side, we experienced a considerable jump in the pledge payment lag, with pledge revenue falling to 87% of the budgeted total for current pledges. This decline in pledge revenue in turn led to a widening of the actual deficit to \$45 K. Pledge revenue is uneven, and when we saw this sharp increase in March, we looked at the early April figures and saw stronger than usual payments which look likely to offset much of this March lag and should bring us back to our original targeted deficit for the year of approximately \$50 K.

At the request of the Board, the Finance Committee is working on projecting the budget for church year 2019, which runs from 1 July 2018 to 30 June 2019. Given that the Board has instructed the Finance Committee to project staffing costs at the current levels, expenditures are essentially flat, so effort has been concentrated on forecasting pledge revenue and whether the pledge revenue total used in the church year 2018 budget is appropriate.

It is my opinion that TJMCUU needs to act on the advice of our Stewardship consultant, Mark Ewert, and initiate a major stewardship campaign. The Finance Committee reached out to church members to ask for feedback on spending priorities. Now, I think we all, laity and leadership, need to come together to raise the revenue we need to have the kind of church staffing and services we want for our beloved community.

Minister's Report

Lead Minister's Report to the Board – April 2018

“May you live in interesting times.” Even though it turns out that that’s not actually an ancient Chinese curse, it’s certainly appropriate to say that we’re living in ... interesting ... times. As I said in my Reflections on Sunday (4/15/18), I don’t see this as a time of crisis for our congregation. I see it as an opportunity. I really do. It’s an opportunity that we’d rather not have found ourselves with, of course, yet it *is* an opportunity for us to do what it is we UUs are supposed to be doing on a regular basis anyway – wrestling, or dancing, with our understandings of things – our values, our principles, our perspectives, our views of what a faith community – *this* faith community – is supposed to be and how/where we fit into it.

In the first draft of the Reflection I had written several times that the situation we’re in now is “forcing” us to ask ourselves these deep questions. During the editing process I changed that to the less triggering, “is giving us an invitation” to do so. (How we frame things matters!) What I was really wanting to get at in that first draft is that *because* of how elevated the discomfort is, we really have no choice but to look at these things. Of course, it’s always possible to avoid hard things; it’s always possible to find a way to patch over the painful stuff and “return to normal.” If we stay strong, however, if we take the risk of leaning into the discomfort, we will, eventually, emerge stronger. I have no doubt about it. But it can be hell until you eventually get there. Of course, as Winston Churchill famously said, “If you’re going through hell, keep going.”

A few months ago, I wrote to you all about Edwin Friedman’s theory about “differentiated leadership.” (I have, I hope, learned my lesson and will try to be clearer in what I’m intending to say here.) Friedman posits that one of the hardest things for leaders to do during times of chaos/confusion/crisis is to resist being sucked into the hurricane of particulars and keep their eyes on the wider view. This is what we – both the professional and elected leadership – have to try to do. As we know, there are deeper issues at play here than the ones most easily visible on the surface. Chris likes to remind us that, tempting though it might be, it is rarely effective to apply “a technical

solution to an adaptive problem.” I think Friedman might say that it rarely works to try to “fix” the “symptoms” rather than address the underlying issues.

So, the first part of my Report this month is, essentially, the message: stay strong. To paraphrase Rudyard Kipling’s famous poem, “If you can keep your head while all hell’s breaking around you and people are blaming it on you ... you’ll be a real leader.” What our faith communities, what our nation, what our world needs most right now are real leaders. You – each and all – heard a call to serve this congregation, the congregation affirmed that call through electing you to the position you hold, and I believe in what we say in our congregation’s Mission Statement: “in every individual there are extraordinary possibilities.” This ... interesting ... time is inviting us to live into those possibilities.

The second part of my Report is the lifting up of the reality that we are not alone in wrestling/dancing with such things right now. The Washington Post recently ran an article titled, “What happens when a church dedicated to fighting white supremacy is accused of it.” It’s a look at the ... interesting ... time our religious kin of All Souls Unitarian Church in Washington, D.C. [I’m handing out copies of the article at the meeting, but for the sake of the record here’s a link to it:

https://www.washingtonpost.com/news/acts-of-faith/wp/2018/04/17/what-happens-when-a-church-dedicated-to-fighting-white-supremacy-is-accused-of-it/?utm_term=.5d01bde33841] I encourage you to read it and, especially, to take note of the things that are going on there that echo so clearly some of the things that are going on here. Although the precipitating issue is different, the “dance” they are engaged in is not. We are, in this sense at least, not unique. The roiling waters we find ourselves swimming in are not unexpected, if a faith community such as ours – consisting overwhelmingly of people who identify as, or are identified as, white – takes seriously the call to search its own heart in the quest for justice and our mutual liberation.

In this I think we can take heart.

Pax tecum,

RevWik

Addendum:

I know that there are some people who wish that reports to the Board – and perhaps mine in particular – are less “sermonic” or “pastoral” and more pragmatically practical. I will lift up three things about the past month:

- Our Rite of Spring services on April 1st were well attended, and by all accounts I’ve heard, well received. This worship seems to be becoming somewhat like our Christmas Eve services – something essentially unchanging, dependable, and grounding. I know that those of us involved in designing our worship year are gratified to see the roots of this service growing deeper.
- While the timing of taking a week of vacation and then a week of study leave during this time was not ideal in some ways, it was refreshing, rejuvenating, and renewing for me. The pause provided an opportunity to take that necessary pause to breathe and lift my eyes to the wider view. I am glad to be back with new clarity and resolve.
- I have finally been able to become the more active participant in the Charlottesville Clergy Collective that I have been wanting to be. I have been able to attend meetings, participate in discussions “off line,” and begin to make some of the connections I’d been hoping to make. I am in the process of arranging with some of the pastors from the city’s African American congregations to preach from our pulpit. I am hoping to begin scheduling these guest preaching opportunities as soon as next month. I would also report that we have hosted the meeting for the past two months, and will do so again in March. It appears that we are becoming the default site! One reason may well be the really wonderful breakfasts that Jim Souder and Adam Slate provided in March, and that Jim Souder and Elizabeth Breeden provided earlier this month. Much thanks to them all.

Director of Faith Development Report

Report to the Board

April 2018

Leia Durland-Jones, Director of Faith Development

Children’s Programming (Nursery through 5th grade)

- The **Spring session** of our children’s religious education program continues with fun, faith-filled weekly activities nurturing UU identity and emphasizing our shared values and justice work.

- Registration for our Sunday Summer Fun Co-op begins this month. Registration for the 2018-2019 church school year will also launch this month.
- The **RE Committee** is at work planning next year's programming for children and youth. The committee spent time at its April meeting exploring resources from the book "Think Orange" and the Orange Theory resources. These materials are geared towards a holistic approach to family ministry and faith development. We are excited to think through and play with some new strategies for the coming church year. We are looking forward to partnering with the **Racial Justice Committee's education task force** to again offer some lessons explicitly designed to confront racism and white supremacy.
- The church's **parents' group** for families with children under twelve will meet April 22 for fellowship, support and family faith formation.
- We'll be celebrating **May Day** and our congregation's **75th Anniversary** with our annual spring festival including the maypole on Sunday April 29.

Youth Programming (6th-12th grades)

- Our **Neighboring Faiths** (6th & 7th grades) continues to explore the meaning and history of religion and faith traditions. This March they focused on Buddhism and are visiting City Church in April.
- Our **Challenge: Coming of Age** (8th & 9th grades) continues to deepen their understanding of Unitarian Universalism through their Sunday RE classes as well as their work with their mentors and COA notebooks. They are hard at work on their faith statements and preparing for the worship service they will lead for the congregation on May 6. The group has a lock-in on April 28 that includes a special ritual led by myself and Dawn Dirks to mark this milestone.
- **YRUU** went on field trip to the Jefferson School/African American Heritage Center this month. We are preparing to Bridge our graduating high school seniors.
- Preparations for **ASP (Appalachia Service Project)** continue for our Coming of Age and YRUU groups. We will participate in ASP this July 1-7. We have an organization meeting for all participants on April 22 and a safety session on May 13. Adult advisors for this year's trip are: Beth Jaeger-Landis, Kim Grover, Richard Price, Bob Kiefer, Amy Wissekerke and me.

Adult Programming

Winter/Spring Adult Faith Development classes:

- There are still many **AFD opportunities** available this spring: African American Lives in the 20th Century: The View from August Wilson's Plays, Meditation for People Who Don't Like To Meditate, "Lynching in America," "Racism in the North," Tai Chi, Short Story Reading Group, Being a UU Parent, and The Transatlantic Slave Trade: connecting Charlottesville to the Gold Coast.
- As this semester winds down, I'm beginning to plan for next year's AFD offerings and am looking forward to partnering with the Racial Justice Committee and others.

Multigenerational Programming

- Looking forward to great day of fun on April 29 as we celebrate our 75th Anniversary. Here's the publicity: **Come to the TJMC 75th Anniversary Celebration, Sunday April 29!** Join your church family for: Celebratory worship at both 9:15 & 11:15, potluck picnic following the 11:15 service (bring your favorite potluck dish to share--enough for your family plus at least 4 more!) Don't bring dessert—we'll have cake! Bring lawn chairs and games for fellowship outside (corn hole, soccer balls, etc.) May Day activities for all (dance the Maypole, face painting, seedling plantings & more!) and a church scavenger hunt for families and teams—complete with prizes! Able to help? Contact Lorie (lorie.craddock@gamil.com) or Leia (leia@uucharlottesville.org)

Worship

Children's Worship

- We are focusing on the Rainbow Chalice (the pneumatic device for memorizing the UU principles) for the remaining Sundays of the church year. The children always love how we work our way through the rainbow together and it is wonderful way to help them internalize our UU values.

Contemplative Worship

- Contemplative Worship enjoys a steady attendance each Wednesday of 8-10 people and is a lovely mid-week pause. If ever you are free on Wednesdays between 11:30-12:30, I invite you to join us.

Multigenerational Worship

- We worshiped in multigenerational community for Easter and I co-wove the service with Erik and Lorie Craddock.

Pastoral

- There continues to be an increase in pastoral care as congregants process what is going on in our church about the racist attack on Chris and what it means both personally and for us as a congregation.

Professional Development and Opportunities

- My work with the UUA's Resource Revision Team for the UUA's Credentialing Program has concluded.
- I am currently co-leading an on-line UUA Renaissance Module (a continuing education program for religious professionals) on UU Identity.
- I've been asked by a colleague on sabbatical if she can visit our congregation on April 22 to learn more about our systems—particularly in our lifespan faith development program. She will shadow Caroline and me part of the time that Sunday and also attend worship. We will spend time in conversation both prior to her visit and the week following.

Director of Administration and Finance Report

Membership Report

TOTAL MEMBERSHIP as of February 28, 2018: 419

Add:

Mitch Powers, March 18, 2018

Liberty Powers, March 18, 2018

Drop:

Ludwick, Michael P., email request to become inactive, March 28, 2018, archive

Ludwick, Suzanne S., email request to become inactive, March 28, 2018, archive

TOTAL MEMBERSHIP as of March 31, 2018: 419 members

CORRESPONDENCE - None