

**Thomas Jefferson Memorial Church - Unitarian Universalist**  
**BOARD OF TRUSTEES JUNE MEETING**

June 13, 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** - Cindy Shepard, Annalee Durland-Jones, Ann Salamini - Secretary, Jeanine Braithwaite - Treasurer, Leia Durland-Jones - Ex Officio, David Mick, Ian Sole, Adam Slate - President, Erik Walker Wikstrom - Ex Officio, Christina Rivera - Ex Officio, Karen Ransom - Past President

**Absent** - Katharine Maus

**Guests** - Donna Baker, Susan Bremer, Sharon Baiocco, Jill Payne, Marlene Jones, Stan Walker, Mark Day, Julia Landis, Lorie Craddock, Beth Jaeger Landis, Dan Grogan

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

Opening words – Jeanine

Check in -

Community Time / Public Comment –

- Mark Day - I'm feeling settled into this church now and I'd like to volunteer for service on the Finance Committee if you'll have me.
- Marlene Jones - Thanks to outgoing board members. Process is important to me. We need to think through what and why we are doing things in governance. I feel the budget vote blindsided a lot of board members. The board should take time to discern how a budget was presented to the congregation without first gaining support to pass it. The new board needs to think hard about how they do things, the direction they decide to take, and consider my advice to process how we weren't able to pass the budget.
- Stan Walker - I strongly recommend an outside audit if sufficient funds can be raised. It's been too long.
- Mark Day - The Policy Manual recommends a yearly internal audit. Part of the reason the budget was not approved by the congregation is that people didn't understand and trust the process and the result. I've read that these audits save more money than they cost. An audit would be a strong token.
- Jill Payne – I looked over old board minutes to try to understand how we gave up on having pledge drives. Why weren't we asked? I've had trouble finding a pledge card anywhere; do we still have pledge cards? I'd like a coherent statement of how we're trying to get pledges increased. – Both of your assumptions need clarification. Fortunately we have a professional staff member overseeing stewardship who can answer you. I think you'll be pleased with what she has to say.

**1. Acceptance of Agenda**

**MOTION**: Accept the Agenda.

**Unanimously approved.**

**2. Correspondence (see text at end of minutes) –**

- Pat Millman - offer of independent financial audit of church

## II. Reports

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

- We're having a lot of conversation on the budget and satisfaction with staff. There seem to be a couple dozen people who are vocal on these issues. I've spoken with a similar number of people who feel the opposite. Notably, all the dissatisfied people are my age or older. Let's remember that wherever you stand on this issue, you don't represent this congregation. Dominant culture can manifest even if everyone is the same race by silencing the younger people. I want to be sure that all members of the congregation are represented. We need to intentionally make space for those voices to come out.

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

### 3. Treasurer's Report (verbal) – Jeanine Braithwaite

- This board meeting is early due to conflict with General Assembly dates, so I don't have end of month or end of year financials. Realistically, that information will come to the July board meeting.
- Finance Committee is ready to take direction from the board on drawing up a revised budget.

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

Question - Is it the right time to bring the conversation you reference in your report to the congregation? - Yes. Some people wanted the survey taken before the congregational meeting so the congregation would have a full picture of what the church is feeling like before taking the important budget vote. It's important to recognize that this conversation is going on so respondents can take that into account as they take the survey. I intentionally did not name any of the people involved because they are not yet ready to formally take a position, but it is fair for the congregation to know that this conversation is taking place.

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

- I'm spending a great deal of time getting ready for the Appalachian Service Project trip, and getting ready for the 2018-19 church school year.

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

- The year end figures will likely be available in August rather than July.

- I'm working to be sure our support staff feel supported. A failed budget makes anxiety for them.
- I'm preparing for the new church year, including making the church year calendar of events.
- The door security code for the Social Hall and Summit House doors was changed because of an act of vandalism inside the church. No one was hurt and no property was damaged, but the incident needs to be noted in the minutes.

Discussion – Adam thanked Chris for copying him on the note she sent to staff after the budget vote. That was an important example of managing staff and he was glad to see she had taken care of that communication.

#### 7. Membership Report (written) – Sally Taylor

- There are 429 members, reflecting the Coming of Age youth who joined the church.

#### 8. Board Liaison Reports

- Personnel Committee (verbal) –David

There was no meeting this past month.

- Nominating Committee (verbal) – Karen

We need people for the Nominating Committee. – Question: Does the past president become chair of this committee? - It usually happens but is not mandated. – Let it be recorded that Adam does not plan to serve on the Nominating Committee.

- 75th anniversary – Leia

Nothing new to report.

### III. Consent Agenda / Electronic Motions

1. Approve May 2018 Board Minutes.
2. Accept verbal and written reports as submitted.

**MOTION:** Approve the Consent Agenda.

**Unanimously approved.**

### IV. Old Business

1. Board Vacancies - Adam (15 min)

Currently the President Elect and Vice President positions are open. The President's term ends this month. The next congregational meeting (probably in mid-September) will have a budget vote and election. During the interim, the board fills the vacant roles. Adam is willing to fill the President's role until the congregational meeting if the board so chooses. Adam would like to have a Vice President this year. We can appoint from within or outside the board. We don't have to make a decision tonight.

- Thanks to Adam for making this offer and for saying he wants to remain active in any case.

- It would be wonderful to give the board and congregation some certainty without putting the decision off.

- Usually this is done in executive session.

- Who is staying on the board? - Jeanine, Adam, Cindy, Ian and Ann. (Karen, David and Katharine's terms end. Annalee will likely resign in August before going to college.)

- Is anyone here interested in one of these positions?

**MOTION:** - Approve Adam staying on as interim President and agree to look at the question again before the congregational meeting.

**Unanimously approved.**

- There will no longer be a president elect in the new governance structure. The presidents group (president, past president and president elect) which meets with staff has been wonderful. I would like to bring the executive committee (all officers) in on those meetings as well, including vice president. I've been wondering how that meeting would work without vice president or past president.

- Dan Grogan would like to talk about being on the Nominating Committee.

- Nominating Committee needs members, so the board should make staffing it a priority.

- There are some names to consider. We will look into them.

- On board vacancies, the DAF needs a board motion to allow Karen Ransom to continue signing on the checking accounts so there will be more than one signer during Chris's vacation.

**MOTION:** - Karen Ransom should keep check writing authority as immediate past president.

**Unanimously approved.**

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

## **V. New Business**

### 1. Budget / Processing the congregational meeting - Adam/Chris (60 min)

We need a motion to authorize staff to keep working under the current budget, until a revised budget is approved at the congregational meeting. (a) We also need to talk about the budget process and timetable. The President alluded to a possible mid-September date, but we need to discuss this. (b) Thirdly, we need to talk at a higher level about a few budget items, such as the audit. (c) A discussion about budget items related to staff will take place in executive session. (d)

(a) **MOTION:** Until we have a new budget approved at the congregational meeting, the staff is authorized to work under the current budget.

Discussion –

- One quarter of the year will be over before the congregational meeting, making closing the deficit that much harder. - That's right. Do you have another idea?
- Are there ways to do this without affecting staff or how much the church is open (i.e. shortening the church year)?
- The summer months are the best months for cost cutting because there is a lot of staff vacation and study leave and single Sunday services, so HVAC and supply usage is lowest at this time of year. The DAF will minimize expenses before the congregational meeting.
- Are there cost savings like not printing orders of service that could be implemented immediately, even before a new budget is approved?
- The last time a budget was voted down, we went ahead with the old budget. Giving this official approval is a good way to handle the situation.
- Exec talked about September 9<sup>th</sup> as a possible congregational meeting date. The first available date is in August when a large percentage of the membership is away. We'll schedule a date as soon as possible.
- This is a stopgap measure. We have other things to talk about.

**The motion passed with 2 opposed.**

(b) What is the timeline for preparing a new budget? Stan Walker, Finance Committee chair, was invited to join this conversation.

- September 9<sup>th</sup> is actually the first date with board and staff availability. General Assembly, yearend financial preparations, staff vacations, new budget preparations and

Labor Day all fall before that date. Congregational conversations on the new budget are also needed.

- Stan contributed that the main bottleneck is the DAF's availability. Finance Committee would need only a week or two to do their work.
- Preparing the year-end report can't be set aside to revise the budget, because that information must be available to inform the congregation about financial performance this year.
- Notification of the congregational meeting would have to go out in late August for the September 9<sup>th</sup> date.
- The Board needs to set some budget priorities with numbers attached so Finance can do its work. Can the DAF be ready for that before her vacation? – Yes.
- We have to decide how to approach the budget gap. The \$44K deficit was not acceptable. Some people wanted a balanced budget; some wanted to add funds for building maintenance. – We'll talk more about that in executive session.
- Chris had an idea to use sticky notes with dollar implications to show different ways to shave expenses in increments.
- We have two ways to achieve the budget goals: more revenue or less cost. Cutting services would involve cutting staff. This is a very dangerous way for an organization to go. It will only make the situation more problematic. What about an emergency call for revenue, including an explanation of the current struggles. If a hundred people stepped up with \$400 we would have the \$40K to close the budget gap.
- The Finance chair cautioned against solving a large deficit with a one time solution. The situation will repeat the following year.
- But we have short term chaos right now. Major cost cutting will only make the situation worse. If we can improve the revenue side, we should.
- The board set a priority of improving stewardship. We cannot abandon that because some people want a balanced budget. A call to the congregation explaining the chaos of this situation and the consequences we are facing is an excellent idea and the fastest way to get a response. Stewardship calls are necessary, but time consuming. We can't contact enough people individually in time.
- A board budget working session was set for June 29<sup>th</sup>, 6PM. Hold Monday, July 2<sup>nd</sup>, 6PM if necessary for completion of work.
- If the board has its work done by July 2<sup>nd</sup>, Finance Committee should have a revised budget for the board in August. We might turn the Executive Committee meeting on August 1<sup>st</sup> into a preview for the whole board. The budget could then be formalized at the August 15<sup>th</sup> regular board meeting.
- Would it be a good idea to solicit input from the congregation between now and then? I don't know if that initiative would come from the board or Finance Committee.

- I agree that it's important to get younger people involved, but it is older people who have demonstrated the ability and willingness to support the church with time and money.
- Have you asked younger people? A lot of the people in YRUU have jobs but haven't been approached. It's important that youth and young adults are recognized because we want to show our commitment and support.
- It's fine to get input; whoever shows up to sessions will have input. It would be advisable to at least be able to show the consequences of any actions.
- You can look at the line item budget to come up with cuts or you can look at the program side to see what will have to be given up to achieve the monetary result. These are two paths to the same result, but using the program budget would show what the effects would be and elicit what we would be comfortable with.

(c) Some of our visitors are here specifically to talk about an audit. Church policy says we should do an internal audit every year; we should be doing that. We've had some offers to privately fund an external audit.

- An internal audit is done by a group of individuals from the congregation (typically the president, treasurer, member of finance, member of staff and an additional congregant.) The work entails checking one month's worth of records to match invoices with checks, check the bank statement reconciliation and make sure any outstanding items on the balance sheet are explained. These items are specifically detailed in church policy.

- An external audit done by a CPA contains a big procedures review. It's cost would likely be \$7-10K for a congregation our size. We would be best served by giving Finance Committee and staff time to review the criteria for this.

- An internal audit is considered best practice for congregations. This has not been done here in at least the last five years, likely longer.

- Some people are also asking for an external review of our balance sheet and profit and loss statement to generate a narrative about our financial status: here are your assets, here are your liabilities, here are your liquid and restricted assets. The Finance Committee could do this; sourcing this outside the congregation isn't technically necessary.

- The offer for an external audit reflects a desire to check and see, to look at procedures; we know that some of our procedures have slid in the last few years. But we also want to know where our money is. How much of the money in the savings account is restricted funds?

- No DAF would reject an audit. We should start with what our policies require. But I don't think that really gets to the "trust" issue that has been named. We have wonderful people on the Finance Committee. Stan has reconstructed spread sheets back to



FY2012. In spite of having five to six years of financial analysis available, there are still questions as to the veracity of the information being given. That is a trust issue that no audit, no technical solution will address.

- We can have a conversation about that. People's concern may be more about the format the information is presented in.
- We continue to try to resolve this through the way we are giving the information. I can print out the general ledger of the church and the trust issue will still be there. There is an underlying issue that needs to be addressed. So let's do the internal audit that is called for *and* let's address the underlying issue.
- An external audit is still worth doing because people have been expressing concerns and distrust with format and don't feel their concerns are being taken into account. An external audit would be a large step toward transparency. There is no reason to assume that the numbers won't come back fine. There will be procedural tweaks recommended and policy recommendations.
- This will cost a lot of money and absorb a huge amount of volunteer and staff time. If we expect the results to come back fine, why put ourselves through the turmoil and overload? It seems to be an expensive gesture.
- I have some experience dealing with an external audit of a nonprofit. It won't get to the trust issue. These are two different issues. And it certainly won't get done before September 9<sup>th</sup>.
- We should put the time and energy and effort into things that might actually address the trust issues. We clearly have finite resources; we have to choose what to put them toward. Unitarian Universalists should be saving the world. An audit is not the way to address trust issues.
- What I heard at the congregational meeting is "if we continue to run deficits, when will we run out of money?" That gets to understanding our assets: when will our liquid assets run out and debt start?
- The DAF would much rather work on a 5 year plan than sit with an auditor. That would help people understand exactly how we plan to address those questions.
- If people have \$10K to fund an external audit but are willing to sit with a \$44K deficit in the budget, that doesn't engender trust for me. I don't want to take an external audit off the table, but I have received two emails this year asking to see staff job descriptions. They both came within 7 days of Chris receiving the anonymous note, which made them wildly inappropriate. This year we have a lot going on: a budget deficit, disagreement within sections of the congregation about the budget for next year, a conversation on keeping our minister. I get feedback on dissatisfaction with staff from a lot of the same people. I wouldn't put an external audit in the mix this year any more than changing the congregation's name. That would also be inappropriate.
- It would also be nice to see some money in a building reserve fund.

- An external audit would likely pay dividends: there are people who have specifically reduced their pledges because they don't trust what the board is doing. As for trusting the choice of auditor, Stan offered to make the choice.
- A five-year plan is a good idea. In my previous experience, an outside auditor was able to demonstrate that the current board was not the reason for the deficit. The problem was ten years of insufficiently funding things. Solution: change how you do things, starting with a five-year plan. There would be a lot more credibility in the current plan if an outside source agreed that the deficit budget was not a mistake, or if it was, this is how to correct it.

(d) Let's enter executive session to allow board members some time to express their thoughts.

**MOTION:** Enter executive session with staff and Donna Baker (newly elected board member) present.

**Unanimously approved.**

**MOTION:** Leave executive session.

**Unanimously approved.**

Summary – A wide range of thoughts were expressed. We discussed budget issues related to staff salaries / compensation.

2. Recognition of departing Board members - Karen  
Each member of the board was held up for appreciation of their gifts.

## **VI. Closing Activities (5 minutes)**

1. Process Review (all):  
(How are you feeling and / or what you would like to see different?)  
Dispensed with because of the late hour.

2. **Things to do / communicate –**

3. Closing words - Jeanine

Dates to remember –

June 29, 2018 – Working session on the budget

July 2, 2018 – Hold for possible additional working session on the budget.

July 4, 2018 – Exec meeting

July 18, 2018 – Board meeting

Upcoming topics -

- Staff Assessment Report - August, 2018
  - Policy Review panel - (Empower group to undertake policy review process and bring policy manual up to date)
  - Charge for Personnel Committee
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## REPORTS

**President's Report** - verbal

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**Treasurer's Report** - verbal

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### **Minister's Report**

#### **Lead Minister Report to the Board — June 13, 2018**

During Paula Cole Jones' first workshop(s) with us in early May, she asked people to reflect on this question:

*What concerns, interests, or opportunities do you think should be addressed in order for TJMC to be a healthy, vibrant, multi generational, multicultural community free of racism and oppression?*

Among the responses were several that expressed the belief that my continued ministry is one of those concerns, and that its termination is one of those opportunities.

It has since come to my attention that these were not just comments. Shortly after those meetings in May, a member of the congregation sent a letter to a select group of congregants, outlining her dissatisfaction with my leadership, expressing her belief that I should resign or be fired, and encouraging this group to push for the launch of the congregational survey sooner rather than later. She was hoping to have actionable data from the survey results before the congregational meeting and its vote on the budget.

When I heard about the email, I reached out to its author, inviting her into a conversation. We met, and talked for roughly two hours, during which time she named

her frustrations, disappointments, and dissatisfactions. She left saying that she'd felt heard, and also that she was going to continue with her efforts to gather signatures for a petition requesting that the Board call a special congregational meeting for the purpose of voting on my tenure. Her recommendation was that I be allowed to take my sabbatical this coming year, but that I be asked not to return after it.

To her credit, she has shared some of her correspondence on this subject with the Committee on the Ministry and the Board Presidents (copying me as a courtesy). For the most part, though, she has been communicating only with this group of people she thinks agree with her, out of view from anyone else in the congregation who might feel otherwise.

Her most recent communication to this group had the subject: *Do not mistake silence for inaction on the movement to vote on the Rev. Erik Walker Wikstrom's termination*. It included the text of the relevant bylaw regarding the process for terminating a settled minister's call, as well as the proposed text for the petition. In other words, this is a serious, strategic, and sustained effort to force either my resignation or a congregational vote regarding the termination of our mutual ministry.

I would be the first person to acknowledge that my leadership is not, and has not been, perfect. Especially during those first years I did not perform as the congregation had every right to expect. More recently, I know that many of the positions I've taken – particularly regarding issues of anti-racism, anti-oppression, multiculturalism – have not been popular among everyone in the congregation. There are many who did not understand just what my talk during my candidating week about “radically shared ministry” would look like in practice. I have been advocating a shift in paradigm, and that entails changes about which not everyone is happy. (Nor are they convinced that the attending discomfort is necessary or desired.)

I have always affirmed that it is both the right and the responsibility of congregants to express their disagreements and dissatisfactions with the direction the congregation is going, as well as with the congregation's leadership. It is the members of the congregation who have the final word, and so it is only the congregation that can decide on the fitness of its leadership. The congregant who is spearheading this effort clearly believes that I am not fit to lead this congregation, especially in what some are experiencing as troubled times of budget deficits and racial disquiet. There is no surprise that there are others who agree.

Yet this is too important an issue to be taking place among only one segment of the congregation. It should be a public conversation. There needs to be transparency. I have asked the person leading this campaign to make her efforts known in the wider congregation, and have offered to post any (or all) of her writings on the congregation's blog, *The Talk of TJMC*. (This would also put it on our website, with links in our weekly email, our Sunday morning insert, and on our Facebook page).

The day after our congregational meeting I received an email from another congregant with the heading, *Erik, it is time for you to resign*. To date I have respected this group's decision to organize a coalition before going public. I am now convinced, however, that congregational leadership needs to respond, and that the entire congregation needs to know what is happening.

As in any congregation, there are people who disagree with the direction, approach, and qualifications of the Lead Minister, as well as people who staunchly support that minister. Generally speaking, the majority of the congregation has little to no idea about either end of that bell curve, fairly content with the way things are. Particularly given that our congregational survey has just launched, it is imperative that this larger group be made aware that there is an organized campaign to terminate my ministry and change the direction of the congregation. Surveys tend to draw respondents primarily from the most the most disaffected and the most enthusiastic. It is essential that the congregation understands the context in which this survey is taking place, and that every effort be made to encourage *everyone* to participate. It is vitally important that its results truly represent the voice of the *majority* of our members.

Last week I reached out to Connie Goodbread and Natalie Briscoe (Co-leads of the UUA Southern Region), Kathy McGowan (a member of the UUA Congregational Life Staff for the Southern Region), Paula Cole Jones (the UU consultant who has been working with us), and Patty Hanneman (the UU Minister's Association Good

Offices <sup>[1]</sup> person for this area). I also brought the three Presidents and senior staff

into the conversation. In a Zoom meeting we agreed with my assessment that something this important should not be happening out of sight of the majority of the congregation. I suggested that I could make this the subject of this report – which will put it into the public minutes of our meeting – and we agreed that this would be a good first step. (Out of respect for the congregants who are leading this campaign, and not wanting them to be blindsided, I have sent an email informing them of the content of this report.)

I can well imagine that all of this is disturbing. I know that there are people who will see this as one more sign of an unresolvable and untenable rift in our congregation. I will say, as I have before, that I do not see it that way (most recently in my Report for the Congregational Meeting). It is important that we remember this is not the first time our community has been split. It's not even the first time there has been a petition to end the settled minister's ministry! Repeatedly, though, our history says that these divisions were never really resolved, that the wounds and the pain never fully healed. It is my assessment that at each of these crossroads the congregation had a difficult choice to make – *just what kind of congregation are we called to be?* I believe that that is what's happening today. The vote on whether or not my ministry here continues is, ultimately, a vote on the direction of the congregation. And I understand it to be a part of my call to help this community discern its true identity. So whatever happens with this effort, I want to encourage us all to stay in this discomfoting place until we face that decision head on, and (finally) make a clear decision.

I believe in the direction the congregation has been moving, and I believe in the vision many here have expressed for our future. Our congregation is in the forefront of a cultural shift which is rippling throughout our Association. We are among the leaders in our movement striving for more than a mere verbal commitment to an anti-racist, anti-oppression, multicultural future, but who are committed to the discomfoting work of making the changes within ourselves that are needed to make that vision a reality. I truly believe that the majority of the congregation agrees. So while the fractures which the campaign to terminate my ministry highlight are understandably upsetting, I would encourage us to see them as an opportunity for the kind of clarity about ourselves – our mission, our purpose, our identity – a clarity which we truly need if we are to be the “bastion of Unitarian Universalism” the wider Charlottesville community, and this world, need us to be.

I'm happy to address any questions anyone might have.

Pax tecum,

RevWik

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[1]For more information about Good Offices, see: <https://www.uuma.org/general/custom.asp?page=gosubpage>

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**Director of Faith Development Report** - verbal

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**Director of Administration and Finance Report** - verbal

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**Membership Report**

TOTAL MEMBERSHIP as of April 30, 2018: 422

**Add:**

Diana Filipi, membership restored after communication from DFD, May 1, 2018

Lexie Farris, May 5, 2018

Natalie Farris, May 5, 2018

Zoe Gardner, May 5, 2018

Eleanor Hilgart, May 5, 2018

Caroline Landis, May 5, 2018

Sylvia Kay Restenberger, May 5, 2018

Debbie Eggleston-rejoin, 5/22/2018

**Drop:**

Doug Horwitz, resigned when his wife Lynn Horowitz resigned (communication with Lead Minister, June 2, 2016), archived

TOTAL MEMBERSHIP as of May 30, 2018: 429 members

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**CORRESPONDENCE** -

To: The President and TJMC Board of Trustees

From : Pat Millman

I would like to officially repeat my proposal to fund the cost of an official outside audit of the finances of the Thomas Jefferson Unitarian /Universalist Church.

I have received a commitment for \$600 and hope for permission from you to solicit the rest of the cost of the audit from the congregation, once we have an exact cost figure. I hope the Board will approve this audit with the stipulation that it be funded separately from the budget by individual members of the congregation, but under the Board's authority to select and oversee the auditor.

My intent in proposing an audit is to bring back a sense of trust to the entire congregation at a time when financial mistrust has become a problem. Since it is likely this may be more expensive than the church budget can absorb I hope you will approve my outreach to other members for additional support. If the Board so desires, I will be happy to help you search for an appropriate auditor for TJMC's present financial status.

Respectively submitted,  
Patricia Millman

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