

Thomas Jefferson Memorial Church - Unitarian Universalist
BOARD OF TRUSTEES DECEMBER MEETING
December 19, 2018

MINUTES

In attendance – Adam Slate - President, Cindy Shepard, Beth Jaeger-Landis, Leia Durland-Jones - Ex Officio, Lorie Craddock, Elizabeth Breeden, Jeanine Braithwaite - Treasurer, Christina Rivera - Ex Officio, Ann Salamini - Secretary, Erik Wikstrom - Ex Officio, Kelsey Cowger, Donna Baker - Vice President

Absent –

Guests -

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

Opening words – Elizabeth

Check in

Community Time / Public Comment

1. Acceptance of Agenda

MOTION: Accept the Agenda

Unanimously approved.

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

- Marlene Jones
- MMC
- Membership Committee
- UUA
- Sally Taylor

II. Reports

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

- Note the email about meeting with MMC on January 20th. Please attend if you can.

Discussion – The letter felt like a peremptory summons to some Board members; to others it read as a notice that individual members were invited to attend their meeting. Perhaps we need to have a board response for things like this rather than individual replies.

This is a group with a political agenda which has acted in an adversarial manner. They may want Board responses to specific questions which individual Board members do not feel prepared to address, inviting miscommunication. We need to feel comfortable answering what questions we can and not the rest. In any case, we'll try to hear the real question and work with that.

There is a political agenda, but the members are motivated to this agenda because they feel unable to find the spiritual connection they want from their church home. It is very complicated.

To make a broad generalization about this group, they are either longtime members of the church or over 60. Their top concern is financial risk to the church, as played out in budget deficit, pledging, staff salaries, etc. They have probably given generously to the church over the length of their membership and are concerned about the credit rating of the church. They are angry and afraid of the risk. They want the church to pay as it goes.

- Thanks to Kelsey for facilitating the Racial Justice conversation last Sunday. There were only a handful of non Board and Racial Justice Committee people, which was disappointing. We had wanted people who have issues with this direction of the church to attend.
- “Monthly” conversation topics under consideration are “how to know where to plug in” when you are looking to become more involved and reactions to aspects of the worship service.

2. Vice President's Report (none) –

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

- Pledges are \$43K below budget at this point, which would result in a \$33K deficit rather than the approved \$17K deficit. Finance Committee knows and details will be in the written DAF report.
- Chris and Adam did an analysis of pledging, looking at who is not current, etc., and found no clear cut explanation. Some people have clearly cut their pledge because they are unhappy, but there are also many people who haven't kept their pledge payments as current as they did last year. The all church email reminding people of the end of the year has gone out. This usually generates a bump in income. There will also be a targeted letter to about two dozen individuals who are big supporters but irregular attendees. If these efforts don't resolve the lag, severe measures will be required.
- Chris is monitoring pledges on a weekly basis.

4. Lead Minister's Report (written) – Erik Wikstrom
 - If we as a board believe we are going in the right direction with an exciting vision for the church, which involves some risk, it is proper to think of it as an investment. It won't cause the church to crash and burn. There are different perspectives on the level of risk that a church should undertake, balancing risk versus safety. As leaders we need to clearly articulate that and help people deal with reasonable risk.
5. Director of Faith Development Report (written) – Leia Durland-Jones
 - Funding for Leia's major professional development event, Fall Conference, was a victim of budget cuts. She lifted up the generosity which allowed her to go to Fall Con, including Chris sharing a personal flight credit she had and hotel costs, and LREDA giving her a scholarship for registration. She is looking forward to bringing the fruits of powerful workshops she attended into our congregational life.
 - Please read the letter from the UUA on the wonderfulness of Julia Landis.
 - Caroline Heins has been working very hard and helping Leia broadly. This help allowed her to attend the racial justice meeting Sunday.
 - Leia applied to be part of a UUA pilot program to do an accountability assessment of our lifespan religious education program and our church was selected to participate. The program aims to look at how white supremacy is imbedded in our religious education program. We are field testing this new tool, which includes a monthly online meeting with peers.
6. Director of Administration and Finance Report (written) – Christina Rivera
 - Tracking last year and this year shows the lag in individual pledge payments, accounting for most of the total underpayment. Pledge payments are steady in December over last month with two more weekly deposits in the month, but we are unlikely to recover all the lost ground by the end of December.
 - She is tracking the situation very closely but can't yet predict year end pledge payment totals.

Discussion –

- If people were paying the pledges they promised, we would actually have a surplus because of cost control being practiced. Keeping Summit House closed during the week has been very helpful. Also, deducting healthcare expenses on a pretax basis and being very vigilant of the main church building thermostats. Not printing orders of service has helped in terms of supplies and copier usage. Supplies are being ordered conservatively. All this takes a lot of Chris' time.

- Senior staff, Adam and Jeanine analyzed the pledge lag according to these categories: those who are likely to pay but historically pay late; those who pay at the end of year; those who pledge but usually don't pay; those who may not be paying because of bad relationship; or because of bad data in Powerchurch. There was no single factor to explain the lag. There are longtime people with a well-known history who we can expect to pay. A few pledge units may need a pastoral visit. Many pledges are a couple hundred dollars behind.
- As soon as year end pledge numbers are available, Chris will discuss what we can reasonably expect with Adam and Jeanine.
- As a way to be helpful, speak up about end of year generosity and auto payment through the bank. Talk this stuff up.
- It might be helpful to have a "confirm your pledge here" sign in Social Hall with a pledge tracker to immediately review pledges.

7. Membership Report (written) – Sally Taylor

8. Board Liaison Reports

- Personnel Committee – Elizabeth
 - The group will meet tomorrow.
 - The board needs to approve the updated personnel manual. (The VP will bring it to Exec.)
 - Letters of agreement for Lead Minister, DAF and Music Director will be ready soon for Board approval. The benefits packages have changed and the letters of agreement have been checked for agreement with UUA guidelines. Bev Ryan has done the bulk of this.
 - A new format for job performance appraisal, based on job descriptions has been shared with senior staff for feedback. It will soon be ready for the Board to view, though it is intended for use next year.
 - The job description review comes later. Because of changing job descriptions, it will be a longer task. Each staff member will be interviewed about how the job description they were hired under has shifted.
 - Comment: It's important to focus on "what is the job that needs to be done?," not necessarily "what is the job we asked you to do?" - We find that sometimes a task which appears in the job description is being done by someone else. How do you evaluate that it is being done, by volunteers, for instance.
 - Adam - The minutes should reflect that staff assessments for this year are currently with the President. He wrote a draft in May. Donna Redmond has given him approval to wrap that up.

- Nominating Committee – Donna
 - They have a new meeting time so all members can attend.
 - They are planning conversations with people on what positions are available, and will try to be more visible starting in January.
 - Looking hard for President and Treasurer.
 - Meeting with young adults about leadership in general.
- 75th anniversary – Leia
 - Are we done? Let's think about that.

III. Consent Agenda / Electronic Motions

1. Approve October 17, 2018 Board Minutes.
2. Accept verbal and written reports as submitted.

MOTION: Approve the Consent Agenda.

Unanimously approved.

IV. New Business

1. Report from Disruptive Behavior Team - Erik (15 min)

MOTION: Enter executive session.

Unanimously approved.

MOTION: Leave executive session.

Unanimously approved.

Summary: The Board discussed a recommendation under the Disruptive Behavior Policy.

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

V. Old Business

1. Refining Board Priorities - Chris (55 min)
Time ran out for this item. The Board agreed to a working session at the regular January 2nd executive session meeting.

In the meantime, think about your current understanding of the vision and mission of this church. Are we operating from a collective understanding of that question?

VI. Closing Activities (5 minutes)

1. Process Review / (all):
(How are you feeling and / or what you would like to see different?)
2. Things to do / communicate –
 - VP bring updated Personnel Manual to Exec for inclusion on agenda
3. Closing words -

Dates to remember –

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

Treasurer's Report

Minister's Report

Lead Minister Report to the Board — December 19, 2018

As the calendar year draws to a close, and as I prepare for my month of study leave in January, it feels appropriate to take what's sometimes called a "balcony" view – that is, stepping up to the balcony so as to get a wider view of what's happening on the dance floor. It will be the primary focus of my study leave to spend some uninterrupted time in that balcony, trying to digest all that we've been hearing, and all that's been happening here, over the past year or so. During my candidacy I often said that I understood the role of the Lead Minister as somewhat analogous to a ship's navigator (rather than its captain). The captain says where she wants the ship to go. It's the navigator's job to

consult the maps and the logs of those who've made the journey before; to go up on deck and consult the stars, the wind, and the movement of the waves; and to consider all of that through the lens of their own experience and expertise. When all of that has been done, the navigator can say to the captain, "If that is where you want to go, you'll find this to be the surest way of getting there."

A couple of years ago, the Board was doing some brainstorming about where they understood the congregation to be saying it wanted to go. As members of the congregation, they had their own inclinations of course, yet they also took into account what they'd heard through all manner of means. One phrase caught everyone's excitement: "A Powerhouse for Racial Justice." That is the destination the Board saw as the congregation's goal.

To be sure, not everyone in the congregation then, or today, would say that this is their goal, nor would those who do necessarily agree with one another as to what that means – either philosophically or practically. And even among those who *do* agree with one another about what it means to be "a powerhouse for racial justice," there probably wouldn't be unanimity about how to get there. Yet I do believe that that is the trajectory the congregation has been on for some time now, and that it is the goal for which we're aiming. I have written elsewhere that I see this as a thread that runs through our entire 75 year history. On the occasion of the 40th anniversary of the congregation's founding, the Rev. Malcolm Sutherland, the first settled minister to serve here, said about those early days: "We stood unequivocally for human justice ... and here that meant racial equality." From those earliest days, through the ministry of the Rev. Roy Jones, through the passage of our Public Witness Statement in support of the Black Lives Matter movement, we have been a community seeking, as it says in our Mission Statement, "to have a lasting influence on local, national and global programs that promote equity and end oppression."

This has not always been easy; it has sometimes been an extremely bumpy ride. Several times in our history tensions rose to such a level that it felt as if the congregation was going to come apart. There were calls to fire serving clergy; there were departures of long-time and beloved members; there were challenges to congregational finances; there were palpable changes to the tenor and tone of the community. The commitment to "dismantling" racism and the systems and structure of white supremacy culture is not without its costs. Actually, commitment costs nothing. Acting on that commitment, however, requires difficult, uncomfortable, and painful transformation.

This is a message I have preached since I was first called to serve this community, going on eight years now. Repeatedly I have said that if we – and particularly those of

us who identify or who are identified as white – really want to see meaningful change in the dominant culture in the United States, a culture defined by white supremacy, then we, ourselves, are going to have to change. We, again, particularly those of us who identify as white, are going to have to become uncomfortable, “maladjusted” (to use Dr. King’s word), and it’s going to be hard, hard work. The responses I received to this message have been overwhelmingly positive.

That message had been enthusiastically embraced ... until it became personal. Some felt themselves attacked when the response to the explicit, intentional racist attack perpetrated by a member of our community was a reminder to all of us, and particularly those of us who identify as white, that we are all deeply embedded in the systems and structures of white supremacy, and that even the “best” of us unconsciously, and even unwittingly, perpetuate this culture. In other words, to paraphrase Abraham Heschel, “only a few may be guilty, but we all are responsible.” This does not impugn the integrity, good works, or large hearts of our members. There is no judgement in this message, just a reminder of the insidious ways the reality of racism and white supremacy entangle us all.

I was recently asked if I thought ours is a congregation “in crisis.” I know that it certainly feels like it. Yet I believe that if we allow ourselves to languish here, to remain stuck as it feels like we are at times, then we *are* at a crisis point in the congregation’s life. Some long-time members, some particularly beloved members who have given a lot of themselves to this place, are expressing frustration, anger, and deep pain, saying that they feel as though they’ve lost their church. Others are expressing feelings of frustration and impatience, wanting to move faster and more fully into the work of our mutual liberation, the work of transforming ourselves, our congregation, and, ultimately the country into the multicultural Beloved Community we dream of. Still others feel sad, heartbroken by the discord they see; and there are those who don’t see any of this, are happy the way things are, and who are befuddled by all the talk of crisis. From this perspective, we have to do something to “heal” these divisions, and soon, or the congregation could crumble.

On the other hand, things aren’t always what they seem. I do not mean to deny or dismiss the challenges we face, yet I do say that there is more than one way of seeing them. Change, by its nature, is disruptive. The status quo is necessarily upset because the status quo is part of the problem. Agreeing that we who identify as white will need to change ourselves and our institutions if we are to have a chance to dismantle white supremacy, is a commitment to the messy, uncomfortable, painful reality of change. Bringing new life into the world is a painful thing. So we can fear that we are in “crisis,” or we can recognize that the process of transformation looks a whole lot like what we’re experiencing – misunderstandings, hurt feelings, distrust, grief, anger, confusion, pain,

excitement, anxiety, resistance, embrace ... I am not in any way denying that all of that, and more, is at play among us. I am, however, suggesting that as hard as it is, as painful as it is, as anxiety producing it is, it's also what labor looks and feels like.

Without doubt there is deep pain that needs to be addressed pastorally, there are misunderstandings that need to be cleared up, and there are relationships that need to rebuild trust. I am also very much aware that I need to listen to what people have been saying, and to discern how my ministry here needs to evolve. No one has more to learn, more growing to do, than I do. This is one of the reasons I am so profoundly appreciative of the time allowed by January's study leave, to do just that. I'll consult the maps and ancient logs, listen to the wind and the waves, study the stars, and return with suggestions for what course corrections may be needed as we journey toward being that powerhouse for racial justice we so want to be. I believe in both the beauty and the power of this community, and I can see the possibilities before us. We have such a strong foundation to build upon – both in our history and in who we are now. I am eager for the opportunity to help write the next chapter of our story, something that we can only do together.

In the meantime, I encourage you to take heart and remain strong. As the UUA President, Rev. Susan Frederick-Gray so frequently says, "This is no time for a casual faith." These times are calling us into a new way of being in the world. Our faith is calling us to nothing less than our mutual liberation. And just as (I am told) the newly-born child makes the pains of labor worthwhile, so too will be the promise on the other side of where we are now.

There is a hymn in *Singing the Journey*, written by Ghanaian drummer Sol Amarifio, which was frequently heard in work camps throughout central West Africa. It's a song of hope and commitment. I leave you with this line: "We'll get there. Heaven knows how we will get there, but we know we will."

Pax tecum,

Rev. Wik

The President of the UUA, Rev. Susan Frederick-Gray, keeps reminding us that, "This is no time for a casual faith."

Director of Faith Development Report

Report to the Board December 2018
Leia Durland-Jones, Director of Faith Development

Children's Programming (Nursery through 5th grade)

- Our **Sunday morning children's religious education** continue to excel with happy participants and volunteers at both the 9:15 and 1115 services.
- The children created over **100 meal packets** on November 4 for distribution through the Interfaith Humanitarian Sanctum. Many thanks to Margaret Gorman for her leadership.
- Camille Thompson and Stephanie Davis are co-leading our **Racial Justice Covenant Group** for parents of young children which is meeting at church once a month.
- Our **inclusive religious education class** for children in 3rd-6th grade who thrive in a more active learning environment is a great success! Many thanks to the teaching team members: Michelle Benedict, Nick Laiacona, Elizabeth Ide, Robert Marken and Marc Goldberg.

Youth Programming (6th-12th grades)

- Our 5th & 6th grade class is having fun exploring social action projects with their Harry Potter based curriculum **Harry & UU**.
- The **OWL class** (7th & 8th grade) meets Sunday afternoons at church for their comprehensive sexuality education class. Parents of OWL youth have frequently been meeting at the same time for conversation and support.
- **YRUU** explored a variety of topics this fall and enjoyed a campout at Lake Sherando on October 26-28. They will be leading worship January 27 to share about their experiences on the Appalachian Service Project through the years.

Adult Programming

Fall Semester 2018 Adult Faith Development classes are underway.

- This semester we offered three racial justice focused classes: Seeing With New Eyes: racial justice as a white necessity (led by RevWik), Who Do We Think We Are? (led by Laura Wallace), African American Lives in the 20th Century: The View from August Wilson's Plays (Sara Gondwe & Jean Umiker-Sebeok.) Of these three offerings, only the August Wilson session with Sara and Jean "made." The other two were canceled due to lack of registration.

Additional Adult Faith Development offerings this semester were:

- Tai Chi (led by John & Vicki Shackford), Short Story Reading Group, Transylvania Stories and Unitarian Theology (led by Alex McGee), Faithful Practices (led by RevWik), What Will Be Born in You This Year? (online course led by RevWik), Shared Leadership—Shared Ministry (led by RevWik, Chris and Leia), Wednesday

Wonderings (led by Lou Centore), Pre-Holiday Renewal Retreat (led by Alex McGee.)
Rev. Wik's online class did not "make."

- The Dream Quest Planning Circle is meeting regularly to prepare for this year's Women's Dream Quest February 22 and 23.

Multigenerational Programming

- Thanks to everyone who worked behind the scenes to pull together the **Fall Auction and Talent Show** on Nov. 10.
- RE Families participated in **PACEM** throughout the week.
- The RE Committee sponsored the congregation's annual **Holiday Party** on December 8. The church was decorated for the season and a good time was had by all.
- Our church's **Giving Tree** program was a success despite the Sunday snow storm which impacted people's opportunity to sign up to purchase gifts. There was good response to the request to bring in gift cards that we used to fill the gaps. We gifted ten families through Greer Elementary and seven families within our congregation.

Worship

Children's Worship

- It was lovely to have Chris Rivera lead **Children's Worship** one Sunday in November while I was away. Thank you Chris! In January, I will begin exploring the meaning of the Words of Welcome used in the Sanctuary Service each week. We will take them a line a week and unpack their meaning as well as begin memorizing them. My hope is that this will continue to build connections between what happens in the Sanctuary and what happens in Children's Worship and what we believe and affirm as UUs.

Contemplative Worship

- The **Contemplative Worship** continues to be a lovely midweek pause for all who participate. I am grateful to share leadership for this service with Cindy Mick, Maggie Ober, and Wendy Steeves. Maggie and Cindy continue to create the altar decorations for the Sanctuary with love and care.
- I hope you and yours can join us for our **20th Annual New Year's Eve Labyrinth Walk** on December 31 from 5-7 PM. We will have live dulcimer music during the walk and a reception in the church parlor with celebratory cake and apple cider! All ages and faith traditions are welcome.

Multigenerational Worship

- November and December contain several touchstone **multigenerational services**—Multi-bread Communion and the Giving Tree—both of which I helped craft

and lead with Wik. Wik and I also led a fun multigenerational service on November 25 that included Legos.

Professional Development and Opportunities

- It is always a gift to attend LREDA Fall Conference but this year it was more of a gift than ever. Due to our budgetary constraints, I was not planning to go. Thanks to a registration scholarship from LREDA as well as the ability to pay a “hardship” membership fee (significantly reduced rate) and because Chris gifted me with airline miles and shared her hotel room with me, I was able to attend Fall Conference in Houston in November. In other words, I would not have been able to go this year if it were not for the generosity of Chris and LREDA. The conference was extremely meaningful and relevant to me both personally and professionally. I attended these workshop:

Dismantling Institutional Racism: Defining the Work with Leslie Mac

Discovering your Immunity to Change (a two part workshop) with Amy Huntereece

UU Family Circle Training with Shelia Schuh

Understanding Generational Differences in Congregations with Paula Gribble

Embracing Family Ministry with Laura Beth Brown

There were also rich worship service and amazing keynotes. I also was asked to facilitate one of the white caucus spaces.

Let me say again thank you to Chris and to LREDA for supporting my participation. I am looking for ways to bring my learnings more fully to our congregation in the coming months.

Other

- I am so pleased to include in this Board report a letter that we received from the UUA that amplifies Julia Landis as a leader in our movement. I encourage you to read the letter and to engage with Julia about her experience at Summer Seminary last July.
- I want to publically offer my deep appreciation to Caroline Heins, RE Assistant, for all the ways she supports our congregation’s religious education program and its initiatives. I am so grateful for her hard work, her willingness to do whatever she is asked and her commitment to our congregation. I don’t know what I would do without her!
- I applied and was accepted to participate in a pilot program this spring with the UUA to participate in a Lifespan Faith Development Accountability Assessment. This program is designed to help religious educators and congregations “by offering a rigorous means for ongoing reflection and responsible leadership in the learning process of all ages of UUs in order to encourage the emergence of a diverse,

multicultural Beloved Community.” We will create a small team (5-7 members) to engage with this tool and work between January and June with the hope of discovering helpful and meaningful ways to do this important work across the congregation.

Director of Administration and Finance Report

Director of Administration and Finance – Christina Rivera

Board Report, December 19 2018 mtg

November 2018

- Number of emails received: 1719
- Prep and attended following meetings:
 - Exec. Mtg
 - Board Meeting
 - Presidents Mtgs
 - Finance Committee Mtg
- Supervised HVAC winterization
- Attended LREDA Fall Conference
- Arranged and supervised emergency HVAC repair (Saturday)
- Facilitated Board Priorities section of Board Retreat
- Prepped for PACEM

FY 19 Financial Report Notes:

November 2018

Year to Date Month-End Report*

	Budget	Actual	Difference
Revenue	\$224K	\$178K	(\$45K)
Expenses	\$228K	\$211K	\$17K
Revenue/(Deficit)	(\$4K)	(\$33K)	

- Revenue is tracking lower by \$43K in pledge payments:
 - Pledge lag: the pledge lag increased from last month and I immediately notified both the Board President and Treasurer.

- I immediately requested help with doing a database information pull of our YTD pledge payments
- Upon examination it appears that there are several contributing factors including slower than usual payments of large pledges.
- We made and executed a plan to send out an end of year pledge/stewardship email and will send out targeted letters this week.
- A plan is also in place to weekly track the Dec pledge payments.
- If we do not see significant trend reversal, Sr. Staff will examine staffing expenses for the second half of FY19.
- All of the above has been shared the the Finance Committee at our meeting Wed 12/12.

Denominational affairs:

- I have issued my resignation from the UUA Board of Trustees. More information can be read at:
 - <https://www.facebook.com/uuchrisrivera/posts/10213340858892059>
 - https://www.uua.org/uuagovernance/board/announcements/board-announces-resignation-christina-rivera?fbclid=IwAR2pnIF_O9iA-dmAsjxxUSTp_4raSqngRBll2tQK1_-23fNoh2-LfulNyE
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Membership Report

October 31, 2018 Membership report

TOTAL MEMBERSHIP as of September 31, 2018: 426

Add:

Sara Strong, September 30, 2018

Drop:

Sole, Ian, email to Membership Tracker, moving to Oklahoma, change to Supporter and continue Weekly Updates, Oct. 1, 2018
 Holmes, Naomi (Y)-no response to inquiry letter, Oct. 2, 2018, archive
 Kimpel, Megan (Y)-no response to inquiry letter, Oct. 2, 2018, archive
 Milburn, Morgan (Y)-no response to inquiry letter, Oct. 2, 2018, archive

Eckhart, Eric (Y)-no response to inquiry letter, Oct. 2, 2018, archive
Aleksiewiez, Marcia-no response to inquiry letter, Oct. 2, 2018, archive
Baker, April-no response to inquiry letter, Oct. 2, 2018, archive
Baker, Jeff-no response to inquiry letter, Oct. 2, 2018, archive
Keese, Patrick-no response to inquiry letter, Oct. 2, 2018, archive
Larimer, Jen-no response to inquiry letter, Oct. 2, 2018, archive

TOTAL MEMBERSHIP as of October 31, 2018: 417 members

Sally Taylor
Membership Tracker for Membership Committee

November 30, 2018 Membership report

TOTAL MEMBERSHIP as of October 31, 2018: 417

Add:

Drop:

TOTAL MEMBERSHIP as of November 30, 2018: 417 members

Sally Taylor
Membership Tracker for Membership Committee

Correspondence:

Email 11-5-2018

to the Board:

I am concerned about the lack of information about our financials being communicated to the members. Considering you are managing another deficit budget, I don't understand why we as members not getting regular updates on our financial situation. The first quarter ended almost 60 day ago.

With prior treasurers, Jamie McReynolds and Doug Weblink, monthly treasurers reports were submitted to the board and distributed to the members that contained robust

financial reporting. They were also submitted on time each month. I have found the current treasurer's reporting to be lacking in both content and timeliness.

In addition, the board made a commitment to print a financial snapshot in the weekly emails. That commitment has not been honored.

Finally, the printouts in the office continue to lack timeliness. It is the beginning of November and the latest report is from the end of August.

As representatives of this congregations membership, the board needs to take action and institute more robust oversight of the financial management and reporting.

Marlene Jones
Member

Email
December 16, 2018

Dear Members of the Board,

As you know, Members for Ministry Change (MMC) has been meeting periodically to discuss the congregation's overall health. We invite you to meet with us **Sunday, January 20, at 3 pm in the Lower Hall** for a conversation. Our members have questions about the Board's intentions and goals, our finances, and membership. We realize all Board members may not be in attendance, but we feel strongly that continued engagement and transparency is key to dealing with widespread concerns. We appreciate your time.

Please confirm your attendance by Friday, Dec. 29.

Sincerely,
MMC-Steering Committee

Sharon Baiocco
Dan Grogan
Marlene Jones
Rosalie Simari

To: Board Members
From: Membership Committee

The Membership Committee has created a two sided card to hand out to new members when they sign the book and to newcomers at the Newcomer Orientation. We will also have them on the Connections table. We are in the process of creating two posters containing the information which will be framed and hung on either side of the UUA Principles above the membership book. This has been approved by the Aesthetics Committee.

One side of the card:

Privileges of Membership

- Voting in congregational meetings.
- Serving in church leadership positions (on the Board, Personnel Committee and Nominating Committee)
- Chairing a church committee
- Representing TJMC UU at General Assembly
- Having weddings, child dedications and memorial services without building use fees
- Paying reduced fees for the rental of church facilities

The other side of the card:

Expectations of Members

- Participating in the life of the church by attending Sunday morning worship services or other Sunday morning church activities
- Supporting the church financially as generously as you can
- Volunteering your time and talent to support the mission of the church
- Attending congregational meetings and voting
- Deepening your values and faith through classes, small groups and personal spiritual practices

October 2018

Dear Congregational Leaders,

Julia Landis has recently graduated from Summer Seminary, a program of the Office of Youth and Young Adult Ministries, hosted by Meadville Lombard Theological School and the First Unitarian Church of Chicago. For six days in July, Julia listened for her

calling to religious leadership; learned with ministers, seminarians, religious educators, musicians, chaplains and other professional leaders; and shared how she plans to bless the world.

Julia grappled with the loaded question: “What does the future hold for me?”

You may want to invite Julia to practice what she learned at Summer Seminary in an RE classroom, on the care team or from the pulpit. You may want to offer the opportunity for Julia to continue skill building with a more formal internship. Encourage Julia to schedule a follow-up meeting with you to discuss the possibility of identifying a mentor in the congregation who can help her continue to discern her call, be it serving as a professional within Unitarian Universalism, or how to live their UU faith in whatever vocation she chooses. Consider supporting her financially to attend General Assembly, where we will have a Summer Seminary reunion and networking party.

We thank you so much for your encouragement and support of Julia to attend Summer Seminary. Julia is a fierce, kind, sharp and inspiring world-shifter.

In Faith,

Jennica Davis-Hockett
Youth Ministry Associate

Bart Frost
Director of Youth & Young Adult Ministries

Email from Sally Taylor
12-19-2018

Board Members,

We would love to have board members join our session about improving our communications with congregants. We have heard a lot of the complaints and identified at least some of the problems and we would like to find some solutions. If you cannot join us, we would appreciate an email with your comments and suggestions. Thank you. Sally

COMMUNICATIONS BRAINSTORMING MEETING. Join us for a simple soup lunch and to brainstorm ways to improve internal communications at TJMC. At this one-time meeting we hope to generate recommendations to reach everyone with information about what is going on at church. If you have ideas or want to hear from others, Save the Date: after the 2nd service on Sunday January 20th. We have asked for the Social

Hall for the meeting. For more information, ask Sally Taylor or Achsah Carrier:
communications@uucharlottesville.org.