

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

June 25, 2019

MINUTES

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

Absent - Donna Baker - Vice President (resigned)

Guests - Breck Gastinger, Stan Walker, Ian Durand, David Shutt, David Mellor

I. Opening--(30 minutes total) Opening/Closing Words (Kelsey), Snacks (Ann/Adam)

Opening words - Erik

Check-in

Community Time / Public Comment –

David Mellor came to ask for Board advice about starting a church-wide conversation on name change at TJMC. He's looked into the bylaws requirements. He expects a challenging conversation. He plans to start a petition on issues, posting on Facebook.

Discussion –

- This has been brought up before but has never come to a congregational meeting.
- David and Ian Durand are in a covenant group centered on raising racially aware children.
- This change is desired by many in the congregation, so it may be easier than you anticipate.
- Check the legal ramifications, i.e. contracts, UUA rules, etc. These are the first questions and should be answered before the wider conversations.
- Be aware that it's not just the Thomas Jefferson part; it's also Memorial and Church.
- What is the process? – There isn't a specific process, but this is akin to public witness. The board could make a decision to use that process, as the most arduous we have.
- Scheduling a special meeting requires 10% of members to petition, but the topic could just be added to a regular meeting.

Comment [1]: Doran

Comment [2R1]: Thanks, Leia.

- Having some diverse sponsors and cottage conversations would be a good start, with some of the “usual suspect” questions already answered.
- As a result of the last conversation on this issue, On Changing Our Name, Laura Wallace suggested a twostep process: a vote on whether to change the name followed by a different process to pick a name.
- It takes effort to arrange the conversations, so be prepared.
- The first meeting should be about process. Probably a congregational meeting is not the place for that discussion.

1. Acceptance of Agenda

MOTION: Accept the Agenda.

The items of business requiring executive session are at the end of the list.

MOTION: Add a discussion of continuing single services through one year.

Discussion – This has been discussed by the Executive Committee.

The motion passes with 5 in favor, 3 opposed.

MOTION: Accept the Agenda as amended.

Unanimously accepted.

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

II. Consent Agenda

1. Approve May Draft Minutes with the corrections offered.
2. Affirm continuing church operations under the FY19 budget until an FY20 budget is approved

MOTION: Approve the May minutes as corrected and affirm that staff will continue under the FY19 budget until the FY20 budget is approved.

Unanimously approved.

III. Recognizing Departing Trustees - Cindy, Jeanine, Erik, Adam, Donna (20 min)

Those who wished made comments:

- Adam said it meant so much to him to be on the board. He wishes the congregation could see the board the way he does. Lorie will be a capable president. Erik will be missed.
- I resisted being on the board but I'm glad Adam talked me into it. I'm in awe of the hours of volunteerism you have put into this position over the years, your dedication, perseverance and willingness. Thanks for Erik's guidance and wisdom.
- There is no more thankless, behind the scenes job than treasurer. You have been a calm presence and it is appreciated.

- Cindy sits back and thinks and then says the exact right thing in three words. You will be missed.
- Erik has worked with a lot of boards over the years. This has been a beautiful board to work with. Each person brings something unique and needed. The things that needed to be said always seemed to get said.
- I've had major disagreements with Adam, Erik and Jeanine and long conversations – they have always been respectful and have listened. You have my respect.
- So much of board service happens behind the scenes. Thanks for all the hours and effort and love and care that go into it.

Cards and chalice pins were presented to departing board members. We enjoyed cake and ice cream in their honor.

IV. Business Items

David Shutt spoke about the role of the COM now that there is no lead minister. It is a bylaw committee, so it should continue in any case. David is currently the only COM member. Some of the nominees have approached him for discussions. He would like to continue with the work of representing all the ministries of the church. He would also like to see the COM take some role in the search for a minister. What would be needed, helpful and appropriate? He asked when the new committee will be announced.

Discussion -

- New members will be picked tonight and Adam will post the results as soon as they have been notified.
- The board recommends people for the search committee and a COM member could well be on it.
- COM has worked well with 5 members this year, though the bylaws require at least three.
- We should try to get back to staggered terms. The bylaws stipulate 2 year terms that can be renewed once. Membership can move toward being staggered by selective renewals and resignations.
- Please send David the email addresses of new members.

1. Expectations for Stewardship work – Leia (15 min)

We need clarity on what we mean by stewardship - pledge drive? There are about ten people on the Stewardship Committee. Do we ask them for a proposal for what they want stewardship to be?

Discussion -

- Chris has an email to send out to confirm pledges.
- It's unclear if we have anyone interested in chairing a pledge drive.

- It's the board's job to raise money, so we should steer the Stewardship Committee.
- The board decided to have year round stewardship rather than a pledge drive. We need to make a decision to change course, rather than throw away that work.
- This pledge drive is a way to clarify current info; we could then go on as before. Chris will be back in the office next week. Stan will talk with her.

The prospect of cutting staff has been an ongoing stressor. We want answers to this as soon as possible for all concerned.

2. Update on interim reporting for Erik's direct reports - Adam (10 min)

MOTION: Enter executive session with senior staff, Stan Walker and Breck Gastinger in attendance.

Unanimously approved.

MOTION: Leave executive session.

Unanimously approved.

Summary – We discussed interim reporting for Alex and Scott.

3. Vacancies on Board of Trustees - Adam (20 min)

MOTION: Enter executive session.

Unanimously approved.

MOTION: Leave executive session.

Unanimously approved.

Summary – We have vacancies for vice president and one at-large member.

Nominating Committee selected Elizabeth Breeden for vice president, which the Board unanimously approved. This leaves her remaining at-large term open. We ask Nominating Committee for three nominees so the Board can select appointees for both at-large positions at the July meeting.

4. President-Elect update on July/Aug priorities - Lorie (10 min)

These are the issues I see as needing attention in the short term:

- Task force on Leia's ordination
- Remaining on single service schedule for the full year.
- Glenn Short bequest

5. Select members for Committee on Ministry - Erik or Leia (15 min)

The bylaws require the lead minister to present a larger than necessary slate of members who have agreed to serve if selected. Erik presented eight names for five positions.

MOTION: Enter executive session.

Unanimously approved.

MOTION: Leave executive session.

Unanimously approved.

Summary – The board appointed Judy Bias, Wes Farris, Margaret Lambert Migas, Greg Townsend and Greta Dershimer to serve two year terms on the COM.

6. Consider staying at one service in the fall for the full FY20 year. - Lorie
There is a fair amount of support for this idea among members. The RE Committee isn't enthusiastic about this but recognizes there is some benefit to having the congregation all in the room at the same time for worship and coffee hour. The benefits are:

- fewer volunteers needed for ushers and greeters, though not for RE
- about \$10K savings based on two fewer hours each Sunday
- the extra hours mean more prep time for rental set-up

The Ushers, greeters and worship team are on board. There seems to be more support for 10:15 start time than for 10, 10:30 or 11:15. Please continue thinking about this for a decision next month.

VII. Reports (20 min)

1. President's Report () – Adam Slate
2. Vice President's Report (vacant) – n/a
3. Treasurer's Report (written) – Jeanine Braithwaite
4. Lead Minister's Report (written) – Erik Wikstrom
5. Director of Faith Development Report (written) – Leia Durland-Jones
Be sure to check out the dog house outside the social hall. It was built by the Appalachian Service Project team to learn building skills.
6. Director of Administration and Finance Report () – Christina Rivera
7. Membership Report (written) – Sally Taylor
We currently have 362 members.
8. Board Liaison Reports
 - Personnel Committee – Elizabeth
Personnel has decided to advertise for a congregational administrator because of the size of the church. Salary will be \$40-45K. The Ithaca UU church provided a good job description from a similar sized church. They hope to have the position advertised and a hire made in time for two weeks of training before Chris leaves. They hope a well-qualified UVA spouse may find the position a good match. This position will not affect other office staff.
 - Nominating Committee – none.

MOTION: Accept verbal and written reports as submitted.

Unanimously approved.

VIII. Closing Activities (5 minutes)

Things to do / communicate –

- Lorie will set up exec meeting for July 3rd.
- Stan will contact Chris on stewardship.
- Breck will take board request to Nominating Committee.
- Erik will make a Facebook post on new COM members once they have been notified.

2. Process Review - one word check-out

- It's a brave new world.
- Adam must feel good.
- Relief.
- I feel like that candle.
- Anticipatory.
- Still awake.
- Mixed.
- Thank you.
- Grateful.
- Grateful.
- Love and thank you.

3. Closing words - Kelsey

Upcoming topics -

- Glenn Short Bequest Committee and policy
- Consider staying at one service into the fall

Dates to remember –

REPORTS

President's Report

Treasurer's Report

TJMCUU

Treasurer's Report

Jeanine Braithwaite
June 25, 2019

We currently forecast to end church year (CY) 19-20 close to or at our budgeted deficit of \$17 K. This deficit was approved by the Congregation at the June 2018 Congregational meeting. This positive outcome is thanks to response by the Congregation to our appeals in 2019 to close the deficit in actual current year pledge payments. Current year pledges were at \$331 K at end-May 2019, or about 96% of the budgeted amount. Unpledged donations were \$26 K, or \$9 K above budget. Prior year pledges were also made up at \$7 K above the budgeted amount or \$21 K total. Building user fees of \$22 K outperformed the budgeted amount by \$4 K. Total revenues for end-May were \$462 K.

Tight expenditure control was maintained. Expenditures were \$478 K, or 98% of the budgeted amount. On the balance sheet, liquid assets were \$95 K, or well above the cut-off point of \$80 K, so use of the line of credit (LOC) was not triggered. We still have not used any of the LOC during my service as Treasurer (or previously) which is now at an end. I am glad to have served TJMCUU.

Minister's Report

Lead Minister Report to the Board — June 15, 2019

I must confess that writing this Report to the Board feels rather surreal. In part this is because I have been absent from Board meetings for so many months, now. More so it's because of the reason for that absence – the somewhat protracted negotiation of my departure as Lead Minister. I want to begin this, my last Board report, by thanking all of you for the careful (care-filled) thought that you brought to this process. I am certain that this was as difficult in its own way(s) for you as it was for me.

I understand that there was a diversity of opinions about what the terms of our separation should be that were about as far apart as could be possible; I appreciate your willingness to stay at the table and work together to reach a consensus. I especially want to express my deep gratitude to the outgoing President, Adam Slate, who had the unenviable task of being the point person for all of the many conversations that were needed, and on whose shoulders the delicate balance of needs largely lay. I want to thank the Rev. Peter Friedrichs (who served as my Good Officer), Connie

Goodbread and Hope Johnson (who represented the Southern Region of the UUA), as well as Jules Jamarillo and Makanah Morriss (who served as Good Officers for Christina and Leia, respectively). They, each and all, provided much needed insight and support both to me and to the congregation. I must say that my family and I are quite relieved to know that this sudden transition, both unexpected and undesired, will not leave us struggling to find our new footing in the uncertainty in which we've found ourselves.

I am bringing you this report so late because I have been struggling to figure out just what to say. I've written several drafts. In some I essentially reiterated things I said in my letter to the congregation. In others I went into some detail about the deep issues I think are at the heart of the current congregational conflict(s), issues that I believe the history of the church suggests have been present, yet never fully resolved, since the congregation's founding 76 years ago.

I have finally, and truly only this morning, recognized what I believe I need to say before I go. Once I'm gone, of course, the congregation is free to chart whatever course it wants, and once a new Lead Minister is settled, you will work with them to find the best way(s) to navigate your as-yet-unknown future. Until then, though, I remain bound by my call to serve this congregation as I best I can, to "speak the truth with love," and to share with you the vision I believe our faith, and the needs of this local expression of it, call us all to.

In short, I want to say: don't rush to "heal."

As has been noted, one of the characteristics of white supremacy culture [http://cwsworkshop.org/PARC_site_B/dr-culture.html] is a fierce desire to avoid personal discomfort. The culture trains us, one might say, to be extremely uncomfortable feeling uncomfortable. Yet that is precisely what the work of dismantling racism requires of those of us who identify or are identified as white. Some wounds, some injuries, simply take time to heal; rushing that process virtually guarantees a future flare-up. I believe that pattern is visible over the 76 years of this congregation's history – repeated flare-ups of some fundamental issues that have never been fully resolved. Several times, by its own account, the congregation has been, to quote the Rev. Dr. King, "more devoted to 'order' than to justice; [preferring] a negative peace which is the absence of tension to a positive peace which is the presence of justice." [A Letter from a Birmingham Jail] I strongly encourage you to avoid the temptation to do so again. Stick with it; lean in to the discomfort; commit to the struggle until true solutions are found (or created).

One of the reasons I came to the conclusion that I needed to bring our mutual ministry to an end is that too many of the real issues with which the congregation has to wrestle (or as I prefer to say, dance) have been personalized and projected on to me. In the weeks and months ahead, I hope you will avoid the temptation to keep talking about me – what I did or didn't do, how I was or wasn't treated. That's part of the mosaic, of course, but there are deeper and more long-term issues that need to be addressed, and real questions about who and how this congregation wants to be that need answers.

The institutional expression of our Unitarian Universalist faith, our Association, is in the midst of some serious soul searching right now, and the perspectives present in this wider struggle are present in the struggles of this congregation as well. In both we're asking what it means to be a predominantly white institution that has roots in, and continues to operate in, the systems and structures of a culture that asserts that white history, assumptions, norms, experiences, perspectives, and practices are fundamentally "higher" (or, "supreme") than those of people of color. (In other words, the "supremacy of whiteness," or "white supremacy," which is why it's so important to use that term despite the predictable confusion with tiki torch carrying "white supremacists.") It is simply more accurately and fully descriptive of where we are than the less explicit, "racism.") Even when a person or an institution explicitly rejects that notion, we remain embedded in that culture – it's "the water we all swim in" – and it is hopelessly, and dangerously, naïve to deny that we participate in and perpetuate this culture whether or not we're conscious of it and whether we want to or not. This is especially true for those of us who identify or are identified as white, and those institutions which are historically and predominantly white. In our wider Association, and within this congregation as well, there is a divide in how to respond to this reality, including whether or not to accept this analysis as reality. (This can be seen clearly in the conflict that erupted at this year's General Assembly, about which I've just written on my blog: <https://a-ministers-musings.blogspot.com/2019/06/the-need-for-change.html>)

Adam has often said that he has seen that the direction our congregation has been headed is the direction our wider Association is moving, and that as the local expression and embodiment of our Unitarian Universalist faith we should be moving in that same direction. I agree, and so I encourage you, as congregational leaders, and the congregation as a whole to pay attention to the wider movement, to listen to our faith's leadership and both their understanding of why we are called to move in this direction and their response to those who would prefer that we keep working doing good out there rather than fundamentally, and disquietingly, insisting on changing who we, ourselves, are in here. Listen to these leaders – especially and mostly the leaders of color – and allow their experiences, insights, and wisdom to guide your path.

I would also implore you to remember that it has been a relatively small group who have led the effort to bring our mutual ministry to an end; since the announcement of my and Chris' departures, if not before, I believe that it has been amply demonstrated that the majority of the church does not agree with their critiques. Unfortunately, as we so often quote Margaret Mead as saying, "Never doubt that a small group of thoughtful, committed people can change the world." In your discussion(s) of where you are and just what brought the community to this place, it will do you no good to continue to be euphemistic and somewhat oblique about this. It has not simply been "a small group," but as small group of individuals. Particular people have said and done specific things, some of which have been harmful to the fabric of the community. Speaking in general terms about "a small group," prevents any real accounting of what's taken place, and accountability – the heart of covenant – is impossible. I am not talking about "blaming" anyone; I'm not advocating calling anyone out as "bad" people. I am saying, though, that just as I have been called to account for my (real and perceived) faults and failings, each person who has played a role in bringing the congregation to this place should

similarly be expected to take responsibility for their actions (or inactions). As I've said virtually every Sunday for the past 8 years, our engagement is specific and particular, and each one of us, individually, is a part of the whole.

Finally, I implore you to remember that it's not just people who have been critical of my leadership and the congregation's direction who have been hurt and, in many cases, felt driven to leave. There are also those who have been excited by where our mutual ministry was taking us who have nonetheless withdrawn from engagement because of the way(s) they experienced others' behaviors. They, too, need outreach. They, too, need to be considered when trying to "bring everyone together." Their feelings, desires, and needs must also be part of the discussion when discerning what "healing" will look like, and where the congregation will go from here. It ought not to be assumed that the wishes of those who are relieved at my departure will set the congregation's course. It is possible that they will reflect the desires of the whole; it is at least equally possible that they will find the vision of the majority no less agreeable than they did mine.

I don't believe that this is yet the longest report I've ever written; I do recognize, however, that it's time for this to come to an end as well.

I am deeply proud and powerfully grateful for the opportunity I've had to minister to, with, and among all the ministers who make up this congregation. I take with me so many memories that I will cherish as long as memory lasts. There are so many inspiring people here; I have learned so much from so many; I simply could not name everyone to whom I am indebted. I will say that in Scott De Veaux and James Smith you are served by perhaps two of the most talented musicians in our movement. Wendy Steeves brings such heart, and a seeker's openness, to her role. Caroline has such compassionate commitment. Leia is more of a collaborative ministerial colleague than any ordained minister has a right to hope to work with. And Christina Rivera is a fierce warrior for justice, and as powerful a proponent of the power of Unitarian Universalism's salvific message as you are ever going to see. That her ministry here was not more fully recognized for the gift it has been, and that she has had to endure here the painful reality of the many ways racism and white supremacy are present even among the most well meaning of people is the true tragedy of this chapter of the congregation's history.

As I conclude most of my writing, "Pax tecum." (Peace to you)

RevWik

Director of Faith Development Report

Report to the Board June 2019

Leia Durland-Jones, Director of Faith Development

Children's Programming (Nursery through 5th grade)

- Our Summer Sunday Kid's Fun program is in full swing. Two multiage groups gather on Sunday mornings concurrent with worship: an infant through 5 year-old group and a Kindergarten through rising 6th grade group. It was great fun for me to work with the older children and parents on June 9 and June 16 to clean-up the church playground (raking, sweeping, weeding) and plant our children's flower and herb garden. I encourage you to walk through the playground and admire our work and watch our efforts blossom throughout the summer. We are growing cherry tomatoes too! Our summer programming has a different weekly theme and activity and centers around helping our children get to know one another better while having fun at church.
- The RE Committee met early in June to assess this year's programming and continue is planning next year's faith development classes for children and youth. We are looking at class groupings, calendar drafts and curricula choices. Registration for the 2019-2020 church school is underway.

Youth Programming (6th-12th grades)

- Our rising 6th & 7th graders have asked to have get togethers over the summer on Sunday mornings and beyond. Caroline and I are in the process of helping families figure out how to make this happen. It is wonderful to have our youth initiate getting together!
- Preparations for ASP (Appalachia Service Project) are in full swing. We have our final skill building session and potluck on Saturday June 22. The group leaves on Sunday June 30 returning Saturday July 6. We will stop for a white-water rafting excursion on our way home. Adult advisors for this year's trip include: me, Beth Jaeger-Landis, Kim Grover, Amy Wissekerke, Larry Moulis, Neal Walters. We will have fourteen youth participating this year and are headed to Logan, West Virginia. If you are on Facebook, like the "ASPLoganWV" page and you can follow us. our projects and our progress!

Adult Programming

- Proposals have been submitted for the Fall 2019 semester and Caroline and I are pulling all the details together in anticipation of announcing courses in mid-August.

Multigenerational Programming

- The RE Committee continues to invite everyone to light a chalice in their own homes on Wednesday evenings as a symbol of our connection to one another.

Worship

Contemplative Worship

- Contemplative Worship enjoys a steady attendance each Wednesday of 8-10 people and is a lovely mid-week pause. Due to summer schedules of the leaders (Maggie Ober, Cindy Mick, Wendy Steeves and myself), Contemplative Worship will go on hiatus for the months of July and August and return in September. We will leave the CD player and some meditative music selections in the sanctuary for those who would like to use them over the summer.

Rites of Passage

- It was a gift to honor our high school graduates and Bridge our youth to young adulthood Sunday June 2. Congratulations to: Julia Landis, Ellie Ransom, Max Walpole, Sahara Clemons and Hallie Pugh Sellers who Bridged.
- I am meeting with Ian Milburn (son of Julianne Milburn and the late Gene Milburn) and his fiancée, Nicole Densmore on June 29 to plan for their wedding on July 28 outside of Richmond. Ian and his brothers (Logan and Morgan) grew up at TJMC UU. It is an honor to officiate at Ian and Nicole's wedding.

Pastoral Care

- I am involved in a variety of pastoral care situations and continue to meet weekly with Erik and Alex about pastoral concerns within the congregation.
- With all that's going on currently in our congregation, it was clear that we needed to create opportunities for people to gather in community and share as they needed/ wished. Patty Wallens and I co-facilitated a pastoral listening circle on the evening of June 11 and Patty and Shirley Paul led one on Thursday afternoon June 13. Patty and Shirley will lead another listening circle on Sunday June 30 following worship. These circles have served as important places for people to speak from their hearts and to feel heard.

Stewardship

- I've been working with Chris and the Auction team on our Spring Online Auction. It seems to be going well. I am grateful to those who donated and to those who are bidding!

Administration

- Caroline Heins and I met this week to outline our goals for the summer in order for programmatic elements to be in good shape come fall. The coming weeks involve packing up RE classroom spaces in preparation for the church yard sale as well as working with Chris to create space use agreements between the church and the groups renting RE classroom spaces during the week in the coming year. I bring this to your attention because although we need the rental income, it is an added challenge to staff and volunteers as we re-set spaces for Sunday morning programming.
- There continues to be stress and anxiety among all staff about the coming budget cycle and how it will impact staffing and staff compensation. It is important that the congregation reach some clarity about staffing and compensation as soon as possible. It is also a challenging time for staff as we say good-bye to colleagues that we love and cherish.

Professional Development

- We hosted the cluster meeting for UU religious professionals in our area on Tuesday May 21. Thanks to the church members who provided food, as well as served and clean-up. Those religious professionals in attendance that day slipped out the downtown mall around lunchtime to participate in the rally at the Free Speech Wall in support of abortion rights. Our UU faith was well represented!
- I have been meeting regularly with my Good Officer, Makenah Morris, for support and guidance during this turbulent time in our congregation. I am grateful for her willingness to serve in this capacity.
- In July, I will be attending Lifespan Faith Development week at Star Island in New Hampshire. Chris, Maria McCabe and I will be co-leading the Family Ministry curriculum that Erik and I were commissioned to write for the UUA. I will also be taking vacation at the end of July and in early August and have been in conversation with Chris so that we have coverage at church in the best way possible.

Exploring Ordination

I have had the opportunity to speak with some of you personally about the possibility of my being ordained by the congregation. This is something that I am interested in pursuing and have been thinking about for quite some time. It was

not something I raised publicly before now as I was waiting for “the right time” in the life of the congregation. Suddenly, that time seems to be upon us. Because of all that I am already doing with the congregation and have done for so long, it is appropriate to consider ordination and ordination is also a recognition of the congregation asking me step forward in a slightly different way with the recognition as an ordained clergy person.

Below are some thoughts on a process to consider for ordination:

-An Ordination Task Force of the Board be created with membership from the Board, Personnel Committee, RE Committee, Committee on Ministry and me.

-The process would be that after exploration of ordination with the congregation and clarification about what ordination means, the Task Force would recommend to the Board my ordination.

-The Task Force would report monthly with invitations for input from the congregation and perhaps congregational conversations. There would be opportunities for education about what ordination means and also the opportunity to hear the congregation’s hopes and concerns.

Task Force would be exploring/determining:

What would my ordination mean?

What would my title be?

What would my role and job scope and job description be?

How would this change my compensation?

Would this be a “call” by the congregation or a hire by the board?

How would this impact how we call our next settled minister?

Time line: Exploration and conversations through the summer, ordination sometime in October-January?

Rev. Makaanah Morris (Leia’s Good Officer and retired UU clergy living near Lynchburg) is willing to be in conversation with the Task Force as needed and helpful.

Please let me know what questions you have. I am happy to talk with you more about any part of my report.

Director of Administration and Finance Report

Membership Report

To: Board members

Re: May 1, 2019 Membership report

TOTAL MEMBERSHIP as of March 30, 2019: 400

Add:

Drop:

Dolgin, Pamela, email response to Inquiry letter, 4/16/19, resign, archive
Rushia, Rob, email response to Inquiry letter, 4/16/19, resign, archive
Aqualino, Alan, failure to respond to Inquiry letter, archive, 5/1/19
Bryant, Sandy, failure to respond to Inquiry letter, archive, 5/1/19
Beaman, Hannah, failure to respond to Inquiry letter, archive, 5/1/19
Brett, Renee, failure to respond to Inquiry letter, archive, 5/1/19
Brett, Robert, failure to respond to Inquiry letter, archive, 5/1/19
Britt, Erin, failure to respond to Inquiry letter, archive, 5/1/19
Cahoon, Carol, failure to respond to Inquiry letter, archive, 5/1/19
Catron, Bayard, failure to respond to Inquiry letter, archive, 5/1/19
Crum, Karen, failure to respond to Inquiry letter, archive, 5/1/19
Damery, James Thomas, failure to respond to Inquiry letter, archive, 5/1/19
Fetter, Chuck, failure to respond to Inquiry letter, archive, 5/1/19
Fetter, Robin, failure to respond to Inquiry letter, archive, 5/1/19
Filipi, Diana, failure to respond to Inquiry letter, archive, 5/1/19
Goodman, Valerie, failure to respond to Inquiry letter, archive, 5/1/19
Hackett, Jane, failure to respond to Inquiry letter, archive, 5/1/19
Hansen, Tom, failure to respond to Inquiry letter, archive, 5/1/19
Keese, Maria, failure to respond to Inquiry letter, archive, 5/1/19
Kelty, Michael, failure to respond to Inquiry letter, archive, 5/1/19
Kropko, Jonathan, failure to respond to Inquiry letter, archive, 5/1/19
Maris, George, failure to respond to Inquiry letter, archive, 5/1/19
Martin, Terrance, failure to respond to Inquiry letter, archive, 5/1/19
Melton, Gary, failure to respond to Inquiry letter, archive, 5/1/19
Kimbrough-Melton, Robin, failure to respond to Inquiry letter, archive, 5/1/19
Moje, Althea, failure to respond to Inquiry letter, archive, 5/1/19
Moje, Carl, failure to respond to Inquiry letter, archive, 5/1/19
Murphy, Jodie, failure to respond to Inquiry letter, archive, 5/1/19
Murphy, Mike, failure to respond to Inquiry letter, archive, 5/1/19
O'Brien, Tom, failure to respond to Inquiry letter, archive, 5/1/19
Raske, Aurora, failure to respond to Inquiry letter, archive, 5/1/19
Raske, Benjamin, failure to respond to Inquiry letter, archive, 5/1/19
Rasnic, Samantha, failure to respond to Inquiry letter, archive, 5/1/19
Shenk, Jennifer, failure to respond to Inquiry letter, archive, 5/1/19
Sill, Whitney, failure to respond to Inquiry letter, archive, 5/1/19
Wassenaar, Dana, failure to respond to Inquiry letter, archive, 5/1/19

Wassenaar, Kurt, failure to respond to Inquiry letter, archive, 5/1/19
Fraleigh, Kate, Email to Membership Tracker, 5/1/19, change to supporter
TOTAL MEMBERSHIP as of May 1, 2019: 362 members

Sally Taylor, Membership Tracker for TJMC Membership Committee

CORRESPONDENCE -