

Thomas Jefferson Memorial Church - Unitarian Universalist
BOARD OF TRUSTEES OCTOBER MEETING
October 23, 2019
6:00-6:30PM BYO Dinner
6:30-9:30PM Meeting

Major focus for board in 2019-20:

- **Money & Stewardship**
- **Staff Support** (safety, morale, compensation, trusting staff leadership, managing expectations, what are we asking remaining staff to do?)
- **Articulate church's vision**
- **Communication**
 - Increase communication between committees, board and congregation
 - Broad communication tools and strategy

MINUTES

In attendance - Leia Durland-Jones - Ex Officio, Alex McGee - Ex Officio, Stan Walker - Treasurer, Lorie Craddock - President, Elizabeth Breeden - Vice President, Pam McIntire, Ann Salamini - Secretary, Liberty Powers, Beth Jaeger-Landis, Sean Skalley - Ex Officio, Kelsey Cowger

Absent - Breck Gastinger

Guests - Sally Taylor, Danny Gray, Greta Dershimer, Bernice Melvin, May Guenin, Bobbie Williams, Sandy Brooks, Burnie Davis, Edith Good

I. Opening - Opening/Closing Words (Elizabeth), Snacks (Elizabeth) Timekeeper (Alex), Process Observer (Beth) (40 minutes through Consent Agenda) - (20 min)

Opening Words - Elizabeth

Community Time / Public Comment - (limit 2 minutes/person verbal, otherwise written)

- Greta Dershimer - IMPACT

“Emma Baker, an IMPACT activist working with this congregation, invited Walter Hoffman to a house meeting. He wrote out comments on his experience at the free dental clinic to share in the group. After hearing them, she invited him to give a testimonial at the IMPACT Annual Assembly, to be read by Elizabeth Breeden.” - Emma is charming and personable; it's always good to see her.

- Sandy Brooks - "On the interim ministry, we should consider continuing with guest presenters on Sundays rather than hire a minister for the next year." She would volunteer to help to organize this.
- May Guenin - "I also enjoy the presenters we're having. We should continue."
- Bernice Melvin - "The atmosphere of church is improving, I think it's because of the presenters."
- Bobbie Williams - "I have been in another church that did this. It worked for the first 9 months of about a two year interim, but didn't solve the problem of what to do in the future. I've also experienced an interim ministry which was very satisfactory."
- Burnie Davis - "I also wish to continue the current path. I am uneasy with our close association with the UUA. They are a trade association for ministers, not churches - the severance for Erik is an example. A developmental minister for several years doesn't appeal to me; it's too long a commitment." - It's a good point: not only how you open with a developmental minister, but how do you close that relationship. - The choice for a settled minister will make an impact on every aspect of the church, not just the financial side.

Thanks for coming and making your comments. Share with your friends that we welcome your presence and comments.

1. Acceptance of Agenda

MOTION: Accept the agenda.

Unanimously approved.

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

- Considering Our Name Committee
- Marlene Jones - thoughts on hiring a new minister
- Jeanine Braithwaite - in favor of developmental minister.

II. Reports (20 min)

1. President's Report (written) - Lorie Craddock
 - Kudos on the congregational meeting.
 - We haven't gotten a date firmer than "November" to let the UUA know if we want a developmental minister.
2. Vice President's Report (written) - Elizabeth Breeden
3. Treasurer's Report (written) - Stan Walker
4. Lead Minister's Report - position vacant
5. Assistant Minister's Report (verbal and written) - Alex McGee
 - My written report will be submitted for inclusion in the minutes.

- The Sunday worship team is being successful in bringing diverse UU and interfaith voices to the pulpit, leading to diverse styles of worship.
- Pastoral care is being done on many levels by myself and other leaders and staff.
- Alex's administrative support of teams she is involved with is well received.
- She enjoys a good working relationship with our DAF, who responds to systems questions effectively.
- I am not teaching this year due to time constraints. The topics I would have been teaching I am trying to roll in to sermons.
- Also not doing big projects in social justice or prophetic witness, but will continue to reassess and do so as possible.

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

- Bring your items for the ancestor altar this Sunday.

7. Director of Administration and Finance Report (verbal and written)– Sean Skalley

- There are some neighbor complaints about yard trash and aggressive bushes, etc. - We need to help Sean get a buildings and grounds committee going to help take care of these problems.
- We are losing one small rental.
- The homeschool rental group wants to have caged reptiles for a class. How should we respond to that? - That is your call. No board input needed.
- Rental income next month will be very good - 2 Kaplan classes.

8. Membership Report (written) - Sally Taylor

- Membership stands at 357.
- Who can we ask to bring attendance numbers for our next month's discussion on one versus two services. - Sean and Leia will get that together.

9. Board Liaison Reports

- Personnel Committee (verbal) - Elizabeth

They are currently rewriting the Director of Music's Letter of Agreement to reflect the reduction in hours inherent in going to a single service and to clarify that it is a 10 month rather than 12 month position.

- Task Force to Explore Ordaining Leia (written) - Pam McIntire

We continue to meet frequently. We put a report in News and Views with a link to an FAQ document which will be augmented as more information is collected. We met recently with Alex who helped us think about definitions and more questions. There will be a congregational conversation on November 17. Future conversations will incorporate responses to what comes up in the first one.

- When advertising these conversations, give an idea of how much of the events will be about education and how much will be about giving input.

- Glenn Short Sanctuary Capital Endowment Fund Committee (written) - Sally Taylor

They are dealing with lead paint abatement issues on the exterior of the building. They are inviting the three local painting contractors who do this type of work to make bids. HVAC bids will be reviewed at the committee's next meeting. There are only 3 inches of insulation in the attic space above the mural room, which explains why it's cold in there. - Also, there is still a leak at the doorway near the playground. - Recent heavy rains have overflowed the gutters, underscoring the need for gutter replacement.

- IMPACT Report (written) - Greta Dershimer

III. Consent Agenda / Electronic Motions

1. Approve September 2019 Board Draft Minutes
2. Accept verbal and written reports as submitted

MOTION: Approve the Consent Agenda.

Unanimously approved.

IV. Old Business

1. New requirements for membership - Sally (15 min)

Membership Committee is proposing a new policy: "All congregants wishing to sign the Membership Book must complete all sessions of the Becoming a Member adult faith development course prior to signing the Membership Book and becoming a voting Member of TJMC. Exceptions to this requirement may be made by the minister."

The reasoning is that the hours of newcomer orientation have steadily decreased since David and Leslie were here. They are no longer adequate to convey the expectations and responsibilities of membership. We don't want to change the current newcomer orientation, which is an important community builder, but to institute a course (developed by a Dallas church) which goes through UU history, TJMC history, stewardship, etc. We think a 5 hour course would cover it, whether in evening sessions or one longer session or possibly an online option. We want approval of the board before they develop the course. Unless the course is required, it will not have good attendance.

- Leia and Erik taught the Dallas based course twice and felt it didn't meet the needs of this congregation. Leia is not sure that is a good model to follow.
- I think such a class would have been an obstacle to my joining the church, both as a time commitment and since I'm a lifelong UU.
- What do you see as missing that the 5 hour course would address. - There are people who sign the book and never appear again. There is no commitment and the membership roles are not really accurate. There are no expectations of membership around attendance on Sunday morning, volunteering, pledging. There should be a commitment, a sense of knowledge and responsibility.

- A five hour course could be a barrier to new members. The course could be offered after membership as a part of onboarding.
- Years ago the minister did the orientation in a small group setting. That felt important enough to attend.
- We need an accurate membership count for participation in the UUA framework, so signers should be active.
- We should trust people who sign and don't show up regularly. They have good reasons. We can have pledging expectations, but I don't think this is a big problem.
- A class is useful. We met the minister, board members, had a denominational history class. There was a sense of being a "class of new members."
- Lynn Heath's North Carolina church has a required class. 50 new members met for a 5 hour class that was very informative, even for a longtime UU.
- If the goal is to get commitments, you could have different avenues: attend the class, attend X number of services, volunteer. There are options to show commitment.
- Classes are valuable but I don't want them to stand in the way of membership for some people.
- Would this be an Adult Faith Development class? - If it's required, membership committee would develop the course and recruit people to do the various sessions.
- Could there be a combination of online and group classes?
- A series of classes is important, as people learn cumulatively. It allows spiritual reflection and relationship building. It's an example of community and the values that we come for. It would help people step into responsibility sooner and with more confidence. People don't know how to ask for a pastoral visit, a hospital visit, a funeral; how to vote at a congregational meeting; RE offerings such as the OWL program. The New UU curriculum is worthy; we have taught it here. This discussion is a good example of a question facing this congregation: Do we want to be a family size congregation? The answer to this question influences how this would be done. In a family size church the minister would lead the membership orientation. In a larger congregation the membership committee would lead.
- I support the education and relationship aspects of a class. I would like us to offer something that really helps people find their way. A series of five classes is a lot for people to manage, and tracking who made it to all of them would also be time consuming. Can we continue the conversation with membership? We are naming a problem but I'm not sure a policy is necessary. We need to make it a priority or value.
- Is there any model for doing it as an onboarding tool (after signing the book) rather than as a prerequisite?
- Dallas has a large staff so they managed the program in a very different way than we could. We can explore how to do something appropriate for us, but I don't think a policy is the way to make it happen.

Let's think about this for the next month and float some options. This is definitely a problem. We need to pass on knowledge from the beginning. - Look at the membership committee job description before asking them to do one more thing. We are already doing a lot with the number of people we have.

Thanks to Sally and Membership Committee!

2. Affirm acceptance of 0% loan to cover budget deficit - Stan (5 min)

The deficit is covered for this year. The promissory note doesn't need to be complicated. We do need a board vote. This is a 10 year loan with no interest until 10 years has passed. One payment per year is required, at the end of July so we know our financial situation. We hope to pay it off in less than 10 years.

MOTION: Accept the loan as written in the promissory note.

Unanimously approved.

Good. The check will be deposited tomorrow morning.

Our deep gratitude to the donor!

3. Update on Stewardship / Pledge Drive / Fall Auction - Lorie (10 min)

There is a Stewardship/Pledge Drive meeting Sunday Oct. 27. Stewardship needs to be more than a pledge drive and the pledge drive is about more than money. We need to figure out a better way to accomplish this.

The Fall Auction is coming up. There are 16 dinners and 11 services so far. The budget has \$4K for this auction. There is an online portion, plus November 10 is the actual auction along with Soup Sunday.

- The auction event requires significant space. Is there room for both in the Social Hall? - The setup for soup can be done differently to leave room. - There will be tables to take bids on the intervening Sundays.

Danny Gray has agreed to lead the Pledge Drive. - He's happy to see what he can do.

4. Sunday Monitor Update - Staff Update - Lorie (20 min)

We have Sunday monitors in place every Sunday. Does staff feel supported? Have there been incidents?

- Monitors are working hard to understand and do what is asked of them. Staff feels supported.
- It is helpful when a congregant, often a relative newcomer, asks a complex question that really needs a timely answer but the staff member doesn't have the necessary time right then. A Sunday monitor can really fill a need.
- There was an incident in the office where someone was speaking their feelings about staff. It was hard to work in the presence of that.
- At a CoM meeting, some were uncertain what is asked of them. Some people naturally understand what to do and some don't. People are doing the best they can.
- Leia and Alex are 90% toward getting a three person staff support team together.
- It's great to have someone answering the phone on Sunday mornings and to know there are people on board if some deescalation is needed.

- There is a job description on the sign up sheet and telephone operation instructions are posted by the phone in the office.
- It would be helpful to keep this going until staffing is up to normal levels again.
- As things change at church, people may want emotional support from staff who really don't have time to do it on Sunday. That is a big help.

BREAK AND GRATITUDE CARDS (5 min) - Please think of people the Board should recognize for their recent contributions to our church community.

V. New Business

1. Debrief congregational meeting - Lorie (5 min)
 - There were a lot of concerns over Director of Music compensation.
 - No comments were made about other staff compensation increases.
 - People appreciated the information we got out ahead of time. Lorie and Stan did good work there.
 - Having the videos, the line item and program budgets available were appreciated. We should use videos for other important messages.
 - There weren't many parents of young children there. Having a soup lunch made it hard to make both events. - There were six children in child care, which was more than we have often had.
 - Many people would likely not come unless they felt there were contentious issues to be discussed.
2. Decision on hiring full time ministry position - Lorie (20 min)

We will talk about this issue tonight but make the decision next month, unless we hear that a decision needs to be made earlier in the month.

The options are:

 - Developmental - cannot be called. Notify UUA in November. They give a preselected candidate who matches the developmental issues we have to deal with.
 - Standard Interim - cannot be called. Chosen by a search committee. They are in short supply at this time.
 - Contract - hired for a specific period of time. Available to be called. Often used as a "test drive."
 - Targeted ministry - Often a retired minister who contracts for a limited amount of time. Generally not interested in being hired.
 - Delay hire for a year.

All of these options are hired, not called. Having a minister, whether developmental or interim, means someone is holding the ball full time. It gives stability and specific problems can be worked on. There will be guest speakers at least through August 2020.

- What is the impact on staff time to have weekly guest speakers. - It is sustainable because there are volunteers helping with it, but it changes how Alex uses her time (no faith development classes, for instance.)
- If we have a developmental minister, would we have the opportunity to have a guest minister from time to time? - Full time ministers generally have one Sunday per month off. We would have to be clear about that with a new hire. Also, Alex preaches one Sunday per month.
- About delaying in order to save money: it does feel good in the sanctuary on Sunday morning, but there is an enormous amount of work to be done the rest of the week. Our remaining staff is overworked. They need the support of full staffing. It's saving money on the backs of our remaining staff. I'm concerned about burnout. It's also a bad labor practice.
- Our current process is developing goals: What do we want? How do we get there? The ordination task force is asking these questions, for instance. We could use a developmental minister to help with that process. What happened to us over racial justice? We need to be clear on our needs so we get a good match in a developmental minister.
- There is value to working through issues with someone who cannot be hired.
- People will reach a point where they crave the stability of a settled minister.
- What do staff think about delaying hiring? - For example, membership craves support from staff which we have limited resources to offer at this time. It's disheartening to think of going another year with the present staffing level.
- Interim ministers in the past have not felt fully engaged. A developmental minister would be more engaged.
- You need to have some problems solved before you hire a settled minister.
- People want things according to family size church dynamics. In a church which chooses to grow (allowing more people to hear the good news of UUism), they will do things like rotating covenant group membership, have professional leaders in the pulpit, have the membership committee lead member orientation or hire extra staff to do it. Without hiring a developmental minister, we are likely to stay small and cozy, but we will not be able to serve the needs of a growing town.
- People enter interim ministry for a variety of reasons: they may be fresh out of seminary or finishing a career, or they may be very skilled at interim ministry. Developmental ministers are really picked for their skill set.
- Many of the people who want to delay hiring feel that past interim ministers haven't been great. They don't feel the money was well spent. So why not skip that year?
- Being an interim is like being a parent to a teenager or being a midwife. It's not the best time anyway. An interim may be doing their job well without people falling in love with them.
- Delaying would save money, but it comes at the cost of burning out our staff. I don't think many people understand the real difference between interim and developmental ministry, what their skills and jobs are supposed to be. - An interim is not a placeholder.

Their job is to prepare for a new settled minister. Developmental ministers help the congregation work on problems. They serve a congregation that has been in crisis.

- An interim minister can seem very detached. A former interim said he wouldn't be doing pastoral care because he didn't have time to even learn people's names. A developmental minister would be much more engaged and in a real dialog with the congregation.
- Delaying to save money is a false economy. The quality of the church will degrade and the problems will still not be resolved.
- A developmental minister wouldn't let the problems die down and get swept under the rug. Developmental ministry will go on for a few years.
- They will help us know when to get into search for a settled minister.
- There is a learning curve in the decision making process which moves through confusion, despair, hope and vision. The leadership tends to go through the stages before the rest of the congregation. So leadership needs to listen but not agree. Explain your process of going through the stages to the decision you plan to make.
- We need a congregational conversation to explain the ramifications of all these choices. Let's do a white board event and make a video.
- We also need to address distrust of the UUA.
- The board will be as transparent and intentional about our choice as possible. We need to be sure the UUA is living up to the expectations they foster in this process.
- We will listen to and educate the congregation. The hire is made by the board. It is not a call which the congregation votes on.
- A developmental ministry usually stays for 5 to 7 years, but there is a yearly contract.
- We will schedule an evening ministry information session for next week. We need to guide the congregation through the process we have all gone through. - Strategic communications on the points developed for this session should be added into News and Views, the Friday email, etc. They will help move the congregation along the learning curve.

Can we talk briefly about funding an outside facilitator for a reconciliation process?

MOTION: Add five minutes to the meeting to discuss finding money to pay an outside leader for a reconciliation process.

Approved with a majority vote.

- Is there money to pay for this? - Not really. We were lucky to get the deficit as low as we did.
- How much would we need? - I haven't contacted the recommended person because I didn't know if it would even be possible.
- Would Finance Committee allow us to raise money for a specific purpose? - We've recently asked a lot of the congregation. We don't want to jeopardize the potential for the upcoming pledge drive.
- Let's put this on next month's agenda with an idea of how much money it would take.

Lorie laid out a rough calendar for upcoming board work:

- October - ministry
- November - stewardship and pledge drive
- December - the future of the church and reconciliation with a mediator
- January - stewardship and pledge drive

VI. Closing Activities (5 min)

1. Process Review -

- It would be good to introduce ourselves right at the beginning when we have guests. Otherwise guests were welcomed.
- Speaking louder and slower is important.
- Everyone seemed to feel heard.
- The amount of time we spent on items varied greatly. That may have been appropriate.
- Timekeeping was effective.
- Adding an agenda item at the very end could have been done better. There is a way to do that at the beginning of the meeting.
- Could we use the handheld mic? - It is possible.

2. Things to do / communicate .

- Sean and Leia - get attendance numbers for the "1 or 2 service" discussion next month.
- Ann - check Sunday monitor sheet - how far out does it go? Make specific position signups. Coordinate with Lorie to get extra copy deleted.
- Sean - Laminate copies of job descriptions for Sunday monitors.
- Pam - email job descriptions to David Shutt for CoM and Elizabeth for Personnel.
- Ask Donna Redmond for board name tags for Beth, Pam and Liberty. Greg Townsend needs a CoM name tag.
- Elizabeth - Organize some buildings and grounds support for Sean.

3. Closing Words- Elizabeth

Dates to remember - Sunday October 27, 11:30 - stewardship / pledge Meeting

- November 6, 2019 (3:15PM) - Exec
- November 20, 2019 (6PM BYO Dinner, 6:30-9:30 Meeting) - Board Meeting
- December 7, 2019 - all church winter holiday party
- January 11, 2020 - Chili Cook-off and Bingo Night

Upcoming topics -

For congregational meetings:

- Finance Committee makeup bylaws change
- Budget

For November -

- Revisit single services
- Update on stewardship / pledge drive
- Membership classes / orientation
- Hiring a reconciliation facilitator

Future topics -

- Creating a more diverse Finance Committee
- Guidelines for trusts
- Create a task force on staff harassment and BLM sign.
- Install surveillance cameras in the church. Contact UUA for best practices on this.
- Appoint third member to policy review committee.
- Tutorial on UUA Salary guidelines. / request geo index change for TJMC?
- Strategic Plan

Parking lot -

REPORTS

President's Report

President's Report

October 2019

Another busy month has come and gone and we are moving into fall and the holiday season.

Many thanks to everyone who helped to make the October 20 Congregational Meeting a success. We passed a budget for 2019-20. **Let's now turn our thoughts to the future of the church regarding both stewardship and the ministry.**

The Stewardship/Pledge Drive Committee will hold a kick-off meeting on Sunday, October 27 at 11:30AM. Everyone is invited and encouraged to attend. We need to make Stewardship more than just the Pledge Drive and the Pledge Drive more than just money. Bring your ideas and enthusiasm and let's figure out what we want TJMC to look and feel like when it comes to supporting and growing our church.

The future of TJMC ministry is the main topic of the Board meeting this month. As I have mentioned in the [past](#), we need to let the UUA know by November 2019 if it is our intention to hire an interim / developmental minister for Fall 2020. The time line goes something like this.....

November 2019---TJMC informs the UUA we wish to hire an interim / developmental minister

February to April 2020---the UUA identifies candidates for the position
May 2020---TJMC selects and hires an interim / developmental minister
August 2020---the interim / developmental minister begins work at TJMC

The interim / developmental minister would likely stay anywhere from 3-7 years and would not be eligible to be called as our settled minister. There are also more possibilities than an interim / settled minister. Please go [here](#) for more detailed information about our choices.

As always, there are at least two sides to every issue. Here's a few thoughts with regards to hiring an interim / developmental minister

HIRE AN INTERIM / DEVELOPMENTAL MINISTER TO START AUGUST 2020

1. We would have a settled minister and all the benefits that come with the position
2. The Minister could help TJMC address some of the conflict in the church
3. The staff would have another set of hands to lighten the workload

DELAY HIRING AN INTERIM / DEVELOPMENTAL MINISTER

1. We could build up our cash reserves if we waited an additional year and instead hire an interim / developmental minister for Fall 2021
2. Some people like the variety of different speakers in the pulpit every Sunday
3. Some congregants who were at TJMC during past interim ministries say the experience was very unsatisfying and not worth the cost

Over the next month, I encourage everyone to make your thoughts known to the Board about the future of TJMC's ministry. Send us an email, drop us a letter, come to a Board Meeting for public comment time or catch one of us in the Social Hall after the service. We want to know what you think. This is too big of a decision for the Board to make without everyone's input.

May it be so.

Lorie Craddock
President, Board of Trustees

Vice President's Report

Vice President's Report
October 23, 2019

From Sally Taylor: Asst. to VP

We have 19 updated job descriptions for groups and committees and councils. We have not started on Board executive committee job descriptions and we do have to do Treasurer and

Secretary and Vice President before January. We also have to start looking at the financial stuff in the Policy Manual and update it.

What is the status of the first 10 pages of Policy Manual review that I sent the Board from the Policy Review Team?

From Kay Frazier: Volunteer Coordinator

Learning: Who Does What (Sally Taylor), current communication strategies (Liberty Powers and Achsah), Power Church abilities to track volunteers (Marvin Edwards), attended the Community Life Council.

Next Steps: Assess how we should use Power Church. Meet and coordinate Greeters, Membership, Communications, Stewardship as they pertain to volunteers. Meet with staff.

Greatest Challenge: People are anxious to have help in recruiting volunteers. There's so much fundamental work to do to make that happen.

Treasurer's Report

Treasurer's Report - October 2019

The increase in income for September is primarily due to the results of the challenge match that was offered. The last deposit of the month was over \$30,000, which led to a nice surplus for now. There were some transition issues that led to some staff compensation not being properly recorded in Quick Books in time for this report, but even after making adjustments for that our current surplus is about \$7000. Given that we had a deficit of over \$11,000 at the end of August, this is a significant jump.

I will be meeting with the lawyer currently drawing up the agreement for the the loan Tuesday (tomorrow, as I write this), and hope to have a finished document before the end of the week. There are no issues, the lawyer just has some questions that will be more quickly cleared up in conversation rather than by email.

Once we get that document signed we can deposit the funds. That will more than cover the Health Insurance reimbursement payments along with the back pay owed to staff now that we have an approved budget, leaving a very nice cushion going into the holidays.

Assistant Minister's Report

* Worship continues to receive good feedback and we continue to organize guest ministers, along with staff leading worship. A total of eleven volunteers are working to smooth things in sound crew, slide show, and leadership. I continue to seek speakers representing different faith traditions as well as diverse UU leaders so that the congregation can see the wealth and range of UU leaders. I continue to preach once a month and Leia will lead intergenerational services about once a month in the fall. We seek to offer worship that is sensitive to various worship styles, ages, and I know we have a lot of room to grow in cultural diversity. I applaud the worship teams for being flexible and learning and adapting to the many changes. Worship weavers are doing a lot of unseen work to host and communicate with our speakers.

* Pastoral care continues through conversations, hospital visits, emails, cards, and volunteers reaching out to people in need. The Carenet team met for an annual check in, and the Pastoral Visitors continue to meet monthly and provide care to about seven people.

* The Christmas Eve service is a time when our sanctuary is filled with many people who are not regular attendees. Many members are out of town or busy when that service occurs. I am starting work now to make sure that a robust crew is prepared to work together smoothly for that event. I am proposing changing it from 8 pm to 7 pm. (Note this is distinct from the Intergenerational, Interactive Nativity which happens in late afternoon and is led by Leia.)

* Renewal: I took one week vacation. Also, I attend the once-a-month one-day gathering of clergy for learning and support.

* I have meetings about twice a month with other staff; and the President, who is my direct supervisor. I have been meeting with the music director as we set up new systems in the absence of a full time lead minister. I met with the Committee on Ministry to review dynamics around Joys and Sorrows, announcements, worship, and Xmas Eve service. I appreciate their learning and help.

* I have been grateful to our new DAF, Sean, who helped immediately when internet scammers targeted our church. He is also helpful in systems supporting supplies for sound crew and slide show team.

* Briefly met with newcomers during the newcomer orientation.

On the to-do list

Someone has offered to videotape services. This could satisfy the needs of people who can not come to the building or are curious about what UUism is. I plan to gather relevant people to consider the impact of this and to make sure that if we do it, we proceed with awareness and care. This is a medium level priority and we won't proceed until we have a good process in place.

Suggestions to the board

- *Continue to learn about national and regional UU events and put them on your calendar early and invite church members to attend and learn together. In the past, congregational leaders have reported that attending events with other congregations gave them a sense of hope and creativity.
- * Review the annual goals at each meeting.
- * When you travel, attend other houses of worship and notice how they do things and what touches and moves you.
- * Put an update and encouragement from the board in the weekly email and announcement sheet.

Assessment

- *While some people are feeling a sense of ease that we have made it through a hard time, other people are feeling wary that real issues will be disregarded as time passes. I hope the board will continue to consider what reconciliation means, and what steps are in their control.
- * I am grateful to the board for showing up on Sundays to support staff, for the sincere work you do in board meetings to understand and do the highest good. Thank you for taking seriously our requests for help.
- * This congregation has great potential as a location near the university and in a town that is growing in population. Many people need our good news and I hope we will continue to look for ways to bring that forward. The religious education program is a great asset in this congregation, as are the covenant groups.

Director of Faith Development Report

Report to the Board

October 2019

Leia Durland-Jones, Director of Faith Development

Children & Youth Religious Education

- **The RE year is off to a great start** with solid participation and wonderful volunteers. We continue to adjust to the single service format and have several very large RE classes where we are tweaking activities to accommodate the group size and dynamics.
- Our **inclusive RE class** (3rd-5th grades) named themselves “Friendship, Inc.” and have been enjoying a variety of activities and time outside together on Sunday mornings. I especially appreciate Suzanne Reid’s leadership with this group.
- **The RE Committee** welcomed two new members: Lauren Doran and Kara Miller. Other committee members are: Nancy Hurrelbrinck, Don McCown, Camille Thompson, Janine Jakim, Cathy Sanders, Yvonne Chadwick-Mehta, Margaret Gorman and Elaine Chapman (Chair.) In addition to other tasks, RE committee members serve as liaisons to the different

RE classes in order to support our program's volunteers and help everyone (participants and leaders) have the best experience possible.

- The **racial justice focused lessons** for the fall (4 year-old through third grade) wrapped up in October. Our awesome curriculum writing team (Elaine Chapman, Linda Dukes, Dinny Jensen and Camille Thompson) continue to work on editing the materials they created with plans to share them broadly with other UU congregations in the new year. Many thanks to them for their leadership, dedication and commitment. A new cadre of RE volunteers were mentored by the curriculum team to lead these lessons so that our circle of confident and competent facilitators continues to grow.

- Our first **Meal Packet Sunday** for our elementary-aged children is November 3.

- The 6th & 7th grade **Neighboring Faiths** class began their year with an exploration of indigenous and earth-centered faiths and are beginning their exploration of Hinduism. On November 3, they will make a visit to the Hindu temple in Glenn Allen.

- Our **Coming of Age** program is off to a great start with a stellar team of advisors. Linda Dukes has volunteered to help support our COA mentors this year and we are currently in the process of recruiting the mentors. This group took a field trip to UVa grounds on October 6 with Frank Dukes and learned about the memorial to enslaved laborers under construction.

- Our senior high (10th-12th) grade youth group **Young Religious Unitarian Universalists (YRUU)** is a little smaller this year due to the number of graduates we had last year and because our 9th graders did not move up into YRUU this year. They are a solid group with a dedicated advising team of Pam McIntire, Greg Townsend, Jen Smith and Amy Wissekerke. They had their first lock-in of the year on October 6 and are looking forward to a field trip to a local corn maze together.

- We are already in contact with the Appalachia Service project about our service trip next June. In support of this and other youth leadership development opportunities, please be sure to purchase an **Attractions Coupon Book** in the social hall on Sunday. This is a wonderful fundraiser supporting our youth's opportunities to engage in the wider world.

Adult Programming

Fall **Adult Faith Development** classes are in process:

- Short Story Reading Group, Tai Chi, Wednesday Wonderings (led by Lou Centore), Seeing with New Eyes: What Does it Mean to Be White? (led by Linda Dukes & Diane Ober,) Carl Jung and the Soul's Journey (led by Denise Horton,) Women's Winter Solstice Circle (led by Michelle Goodrich) Using Zoom Conferencing (led by Adam Slate.)
- For the Winter/Spring semester, I am working to arrange **additional programming for parents** through Planned Parenthood about sexuality education in the home. I am also reaching out to Cville Pride about programming they offer for **creating welcoming spaces for transgender people**. I also hope to have some opportunities that allow participants to engage with **environmental issues of concern**.

Multigenerational Programming & Family Ministry

- 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. Please see my suggested chalice lighting for the week in the Faith Development weekly email.
- The **chalice decorating stations** in the social hall September 22 and 29 were well received and many beautiful chalices went home with shiny, happy people.
- The **anti-racist parenting covenant group** is being organized this year by Ian and Lauren Doran
- I am thrilled that the Pride Alliance is again hosting the **jack-o-lantern party** after church on Sunday October 27.
- Mark your calendar for these **upcoming events**: Dec. 7 – all church winter holiday party (still seeking coordinator(s) to organize) and Jan. 11 - Chili Cook-off and Bingo Night
- Caroline will be putting together the **board game box for the social hall** so that anyone who wishes can join in a board game on Sundays during fellowship time.

Worship

- **Children's Worship** has resumed with robust attendance. In addition to hearing stories, we have been singing more songs this fall including *Woyaya* (with help from Kelsey!) and *Love Surrounds Me*.
- Our **Contemplative Worship** has resumed on Wednesdays from 11:30-12:30. With Wendy Steeves departure, we have welcome Michelle Goodrich as one of our Contemplative Ministry Weavers.
- I will be weaving our annual **Ancestors' Sunday** with Janine Jakim on Sunday October 27. Don't forget to bring a photo or item for the communal altar representing those beloveds who are no longer living.

Stewardship

- Following our last Board meeting with the news of our impending gap in pledge revenue, it was imperative to me that we make some Stewardship calls immediately. I took several days analyzing donor records and inviting Board members and previous Stewardship Committee members to make calls. I matched those willing to make calls with congregants I thought would be receptive to their particular callers. I also made Stewardship calls myself. I am grateful to everyone who said "yes" to me about making stewardship calls and equally grateful to those who pledged, increased their pledge or made one-time financial gifts. **THANK YOU. The amount of generosity in our congregation is truly something to be celebrated.** I know you share my relief that the 2019-2020 budget has been passed. I am also extremely grateful to the anonymous donor for their generosity in loaning us the money to cover the deficit without interest. There is much to be thankful for.
- I will be attending the Stewardship Committee meeting on Sunday October 27 following worship.
- Carol Gardner deserves much thanks from us all for her leadership in helping organize the fall auction. Thank you Carol! I've been involved with some behind the scenes support for this event and really appreciate all that Carol has been doing.

Outreach

We have had several opportunities for outreach this month:

1. a family that does not attend our church asked if we could provide a church-based volunteer opportunity for their middle school student to meet one of his school requirements. I arranged for the student to make “Blessing Bags” at his home that will be available for members of our congregation to pick up at church and disseminate as needed throughout the wider Charlottesville area. This young person made forty wonderful bags to be shared with anyone in the community who might need one. Look for them in the Edgewood Lane hallway and take one to share with someone who could use what’s included.
2. Maggie Ober hosted a group of youth and their advisors from the Bull Run UU church in Manassas, Virginia. Their religious educator reached out to me about having their group visit our congregation on a Saturday and learn about different spiritual practices. Maggie met and hosted the group and introduced them to the practices in our sanctuary (candle lighting, sands of atonement and forgiveness and gems of kindness) as well as our stacking stones outside of the social hall and our outdoor labyrinth. She ended her time with the group in our Remembrance Garden. What a lovely way for these young people to have an experiential field trip that introduced them not only to a variety of practices but also to a sibling UU congregation and a caring UU.

Other meetings this month:

- Other meetings I have attended this month include meeting with Emma Baker of Impact, our staff meeting, the Conflict Resolution Committee, the Ordination Task Force, and the Dream Quest Planning Circle, as well as weekly meetings with Alex and weekly meetings with Caroline. I have also met with individual congregants for specific needs.

Professional Development

- It was wonderful to have the opportunity to attend the **Labyrinth Society’s Annual Gathering** October 18-20 at the Pearlstone Retreat Center outside of Baltimore, MD. This was the 21st gathering and my second time to attend. This year, five members of our congregation’s Labyrinth Ministry attended including: Patty Wallens, Cindy Mick, Maggie Ober, Wendy Steeves and myself. The theme for this year’s gathering was “Journey of the Heart: Making Connections, Building Community, Finding Common Ground.” Mark Healy, from the Australia Labyrinth Network, was a keynote speaker and he spoke on “Interconnected Paths and the Foundation of Belonging.” Eve Hogan, a labyrinth facilitator and the owner of The Sacred Garden on Maui, gave an inspiring keynote address. I also attended a workshop on “Walking the Medieval Labyrinth in Chartres Cathedral” and a poster presentation on “Helping College Students Learn: Results from a Single Labyrinth Walk.” The Labyrinth Ministry attendees from our congregation were very inspired by their experiences and learnings at the gathering. We are looking forward to sharing more in the coming days.

Supporting Your Staff

- Thank you to both Board members and Committee on Ministry Members for your support on Sunday mornings and also to Pam McIntire for bringing the staff treats for our staff meeting. Your ongoing support of your staff is very appreciated and is crucial.

Director of Administration and Finance Report

DAF Report for October 2019 Board of Trustees Meeting

1. DAF Position
 - a. 5 weeks into position
 - b. Time sheet is located on drop box under Admin > Personnel > Sean's timesheet
 - c. I will not be here Nov. 3. I will be out of town.

2. Finance

- a. Sept 2019 Reports
 - i. Statement of Activity

	Jul – Sep 2019	Jul – Sep 2018
Total Expenditures	\$114,545.82	\$126,764.06
Net Revenue	\$29,241.07	\$ -6,646.15

- ii. Budget has been entered
 1. New Quicken financial accounts created
 - a. 4800 Personnel Reimbursement
 - b. 4801 C. Rivera Severance
 - c. 4802 C. Rivera FICA
 - d. 4803 Insurance payout
 - b. Status of bank, credit line, and credit card accounts
 - i. Checking and savings account are in my control.
 - ii. Credit cards will be in my control by EOB Friday
 - iii. Line of credit will be in my control next Friday.
 - c. Sean to pay back insurance oversight over 4 pay checks

3. Rentals

- a. Rental updates:
 - i. New
 1. No new rentals for September

- ii. Old
 - 1. CFOOT no longer meeting
 - 2. CHEC wants a reptile class? Needs answer today

b. Rental Income for September

- i. \$978

4. Facilities

a. Grounds

- i. How often and when to upkeep?
- ii. Neighbor complaints
 - 1. upkeep of vines alongside back fence
 - 2. Wayside landscaping – Some safety issues with sharp plants
 - 3. Visibility of corner and Wayside is obstructed
- iii. Nice grounds encourage new members and give a sense of pride to current members

b. Equipment

- i. Currently conducting an inventory of equipment AV carts, cabinets, and bags. Working with staff to create a list of items that should be with specific equipment at all times.

c. Repairs

- i. There is a google doc that has a list of facilities items that need to be addressed.
 - 1. <https://docs.google.com/document/d/1OLkvJvRcT-esb9nMaP78APyTCcsWvocCZlorFnX0tc/edit?usp=sharing>
- ii. Four lights replaced
- iii. Women's middle toilet fixed
- iv. Fruit fly issue corrected(?)
- v. Wi-Fi booster added to church parlor (TJMC- Church Parlor) same password

Wins:

- Positive feedback from interactions with congregants
- Quick response time on emails and requests
- Proactive on repairs and emergency issues

Opportunities:

- Behind on credit card accounting from 7/2019.
 - Still working on QuickBooks allocation of undefined deposits / expenditures
 - Check signing – will have Caroline or another member of staff double check until it becomes habit
 - Recruit new renters – will be an opportunity until routines can be established
 - Rental follow up – will create a sheet by month to track rentals, payments, communication (1 week out) and issues.
-

Membership Report

To: Board members

Re: September 30, 2019 Membership report

TOTAL MEMBERSHIP as of August 30, 2019: 358

Add:

Michael Cvetanovich, rejoined, September 15, 2019, communication with Tracker, original join date: 1/28/96, rejoined 9/15/2019

Mary Anne Gentry, joined 9/22/2019

Drop:

Wise, Carol P., resigned to member of Membership Committee, Sept. 15, 2019, joined another church, archive.

Ezer, Kyle, moved with no forwarding address or phone number, archive

Armetta, Pete, resigned to Membership Tracker via email, Sept. 25, 2019, archive

TOTAL MEMBERSHIP as of September 31, 2019: 357 members

Sally Taylor, Membership Tracker for TJMC Membership Committee

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Sally Taylor

sallytaylor411@gmail.com

Personnel Committee

Task Force to Explore Ordaining Leia

Report from the Task Force to Explore Ordaining Leia

We envision the professional leadership of our church guiding us through a time of reconciliation, revitalizing our loving community, moving us toward fiscal stability, and empowering us to live according to our UU principles and values. We look to our professional leaders to lead with wisdom, dedication, and clarity and to connect to all parts of church life. We want our professional leaders to work as a team, supporting each other in their individual roles, consulting with each other so every aspect of church life receives the benefit of their collective wisdom and coordinating their efforts to provide cohesive leadership. We need professional leadership to guide the internal workings of the church, supporting our committees, listening to our congregation, inspiring us to greater understanding and growth and we need professional leadership to engage in our greater community so our values are represented in Charlottesville.

In our faith tradition, there is a typical path to ordained ministry that includes a Master of Divinity degree and fellowshiping by the Ministerial Fellowship Committee of the Unitarian Universalist Association. It is true, and has been true for over 350 years, that local Unitarian Universalist congregations have the ultimate authority to ordain their own clergy. As has been our tradition, congregations are entitled and have the power to identify and call forth those whom they deem to be their minister.

Leia Durland-Jones has been steadfast in her dedication to our church community these last 27 years. With integrity, professionalism and kindness, she is a role model to us all. She lives our UU values in her every word and action. Throughout our congregation's struggles, Leia has provided a thoughtful, calm and wise voice to guide us. She understands our church, our history and our people. She has dedicated her life to our care. Leia has ministered to all of us with her compassion, acceptance of differences, and firm guidance. She has been one of our most valuable ministers. We need her leadership to guide us forward to be the vital community we can be. It is time for our congregation to formally empower Leia as one of our ordained clergy.

What is the vision of ordaining Leia?

We envision Leia's ordination as:

- a public recognition of Leia's gifts and contributions in long ministry to TJMC UU, and a calling forth of her ministry in new ways

- a milestone in affirming our ideal of collaborative leadership that is intentionally anti-oppressive, non-hierarchical, and multicultural
- a platform from which to launch us into the church we aspire to, the church our community needs
- A congregation can recognize a minister in their midst when someone has the skills of a minister, including diplomacy, staying power, leadership and wisdom. Leia would be ordained by our congregation and her ordination would not travel to another congregation unless they choose to recognize her ordination, which is their right.

What does ordaining Leia bring to our church?

Ordaining Leia begins to stabilize our church by bonding to us the leadership of our longest-serving, incredibly dedicated, and very effective minister. It promises us that we, and our children, will be able to experience Leia's ministry, undiluted, unmoderated and even amplified. It sets the stage for bringing in a settled minister whose skills complement Leia's and whose success will be substantially magnified by having Leia's leadership, experience, and relationship with our congregation. It places our church in the forefront of organizing and operating in the way we want the world to be.

Does the UUA support this kind of ordination?

The task force has consulted and interviewed many key UU and UUA leaders, and will continue to do so. As Connie Goodbread, Acting Co-Lead of the Southern Region Congregational Life team explains it:

There are two kinds of ordained ministers in Unitarian Universalist congregations:

- Fellowshiped ministers who obtain a master's degree in divinity, meet the criteria listed by the UUA and are ordained by a congregation.
- Ministers ordained to the ministry of a particular congregation, not recognized to UU Ministry in general.

Will we need to change our bylaws in order to ordain Leia?

Experts in TJMC bylaws are currently reviewing this question.

Are we endorsing a collaborative leadership model with this action?

Yes. We envision a leadership model in which all staff work cooperatively with each other, contributing their expertise and experience to the mission of the church. Our ministry would be based on professional collaboration instead of a traditional hierarchical model. We would expect our model to repel egotists and attract

collaborative, mission-oriented leaders. We would hope to leave latitude for Leia, the new settled minister, and all staff to work together to define their working relationships.

What would be Leia's role?

The culmination of this exploration would be that Leia would be one of our ordained ministers. Leia and fellow ministers would work together to decide how to share the ministry to best use the strengths and skills each one brings to our congregation. We would expect all members of the leadership team to engage effectively in stewardship.

Leia would continue to do many of the things she already does for and with us. She would still be involved with Faith Development for children, youth and adults, provide pastoral care, participate in all strategic and programmatic planning, and support volunteers in various aspects of church life. We would see her in the pulpit, beyond intergenerational services.

We would bestow on her through the act of ordination the title "Reverend."

How would this affect the current Assistant Minister and her ministry?

Alex is beloved in this congregation; her ministry and presence are very important to the life of our church, and we would expect to preserve her contributions much as they are today. We would expect to see her gifts in the pulpit and in pastoral care, among other places.

We all agree Leia is a beloved treasure in our leadership. How do we separate the difficulties of ordination from the personality of the person we are talking about?

Sensitive though it is, it is part of the process to ask questions, raise issues, and ultimately to vote. And while we can say that "we're talking about the position, not the person," we are, in fact, talking about one of our own. Leia understands this. We have to believe that these discussions can happen under the protective mantle of courtesy, respect, and openness. The task force has included Leia in our meetings, and we hope she will be included in your discussions.

What are the logistical details of an ordination?

This task force won't tackle that question, joyous though it would be. The UUA provides information and an Ordination and Installation Manual:
<https://www.uua.org/careers/ministers/becoming/ordination>

What financial planning comes with ordaining Leia?

We are committed to providing all our staff with equitable pay and benefits, and our plans to move out of our current financial stress will reflect that goal. As our congregation moves forward with long range planning, we would expect that Leia would be compensated as a minister in our church.

Why doesn't Leia have or go get a Master of Divinity?

Nearly every organization, recognizes lived experience as equivalent to higher education. It isn't in Leia's, her family's, or the church's enlightened self-interest for her to pursue a degree in divinity now. Leia wants to continue her ministry in our church. If she were to pursue being a fellowshiped minister she would likely have to ultimately move to another congregation.

What qualifications do we want in our ordained ministers and does Leia have those qualifications?

We want our ordained ministers to:

- Have sufficient experience to be able to minister to the needs of our congregation including the needs for fiscal responsibility, stewardship, strategic and program planning, faith development, pastoral care, a commitment to social justice and a prophetic voice in the pulpit.
- Have the wisdom and maturity to guide us in reconciliation, healing, and growth
- Exhibit integrity and professionalism in all the work of our church
- Lead with compassion and understanding of our differences while emphasizing and building on our shared dedication to the UU principles
- Have knowledge and experience of working with teams of congregants and professional staff to ensure that our work and missions proceed according to our goals

Leia has all these qualifications and more and she has demonstrated these qualifications in decades of service to our congregation.

Appendix

Notes on Conversations with Advisors

Notes from Dawn Dirks' conversation with UU Minister, The Reverend Dr. Linda Olson Peebles, President of the Unitarian Universalist Ministers Association for four years.

<https://www.uucr.org/connect/get-know-us/staff/rev-dr-linda-olson-peebls>

1. It is important for the congregation to know that it has only been since consolidation of Unitarian and Universalist associations that the UUA has become involved in the process of determining who can be ordained. Although membership in the UU Ministers Association is offered to people who get credentialed by UUMA and get ordained by a congregation, Linda Olson Peebles does not consider ordination of ministers by congregations to be a renegade action. There is a long tradition of congregational polity for ordination.
2. The UUMA is moving away from the idea of a learned ministry and toward the idea of a learning ministry for the UU faith. This means that the UUMA is recognizing the importance of learning that takes place on the job.
3. In many ways, Leia's leadership exemplifies the qualities that ordained ministers look for in colleagues:
 - a. She knows how to do collaborative leadership.
 - b. She is committed to continuing education. For 27 years, she has continued to participate in training.
 - c. Leia has a valuable quality of understanding covenants and boundaries within congregations.
 - d. Leia is looking toward the well-being of the whole community/congregation.
4. Linda noted that Leia has the qualities necessary in a person who is qualified to be ordained. She said that Leia IS IN FACT respected and acknowledged as qualified for this role by ministers and UU professionals outside of our congregation.
5. Ordaining Leia affirms/confirms how we feel about her and her role in church leadership. It will help guide us to a new minister who wants to work with Leia.

Pam McIntire's notes from her conversation with Connie Goodbread, Acting Co-Lead of the Southern Region Congregational Life staff team

<https://www.uua.org/offices/people/connie-goodbread>

I spoke with Connie about how we can explore Leia's ministry in our church. She emphasized several points.

- There are two kinds of ordained ministers in Unitarian Universalism
 - Fellowshiped ministers who go through the process of getting a masters in divinity degree, meeting the criteria listed by the UUA and then ordination by a congregation. Fellowshiped ministers can go to other congregations and be recognized as an ordained minister.
 - Ministers ordained to the ministry of a particular congregation, but not recognized to Unitarian Universalist ministry as a whole.
- A congregation can recognize a minister in their midst when someone has the skills of a minister, including diplomacy, staying power, leadership, and wisdom.
 - This minister would not be recognized as a fellowshiped minister and would not be able to be a minister in another congregation.
- The UUA wants to maintain a high quality of standards for ordaining ministers and Connie feels that we should even raise the standards to include the levels of emotional maturity and leadership that Leia possesses.
- Sadly, even within our beloved Unitarian Universalist Community, there is a hierarchy of leadership that disempowers leaders who are not ordained ministers even when they have been steadfast, wise leaders in our communities for decades.
- Historically, Leia has frequently not been awarded the respect that she deserves by other ministers. Ordaining her in our congregation, would make the statement that, to us, she is a minister and we want her to be treated as a leader in our congregation with the respect she deserves.
- Connie fully supports our ordaining Leia as a minister in our church.

Elizabeth's communication with Jan Gartner, Compensation and Staffing Practices Manager, Office of Church Staff Finances, (617)948-6424 jgartner@uua.org

From: Jan Gartner <jgartner@uua.org>

Sent: Monday, August 19, 2019 10:56 AM

To: Elizabeth Breeden <brs@cstone.net>

Subject: RE: advice on who to call

Re ordination, I appreciate you asking. Here's the [UUA's position on ordination](#). Yeah, it's a mixed message: yes you can do it and it's an important part of our polity, but we don't advise it.

Personally, I am generally not a fan of this kind of ordination, and in your situation it gives me pause for a couple of reasons:

- It can be confusing, since the ordination/ministerial designation granted within your congregation may not be well understood outside of it. Would she be a UUMA member and held to those standards of accountability? Would she use the title in her LREDA/denominational work? As you are on a path to bringing in a new lead minister, what would be the implications for their relationship? I am wondering if Leia is feeling the need to solidify her standing in some way in the context of this transition. How does it relate to your discernment about the leadership model? Taking this action without being completely clear about where you are heading with your leadership model may be putting the cart ahead of the horse, yes? I would not want to see this backfire or give a potential incoming minister pause. In short, perhaps the goal is clarity, but I believe it could have the opposite effect.
- It inadvertently reinforces the long-held mindset that you need to be a minister for your leadership to truly “count” within our Association. What does it mean when a fantastic, highly-valued religious educator feels the need to get ordained in order to have her role be fully validated? Believe me, as a Credentialed Religious Educator working in a highly minister-centric area of the UUA, I get it! At the same time, having strong, non-ordained religious educators in key UUA and congregational positions has been powerful in helping disrupt some of our operating assumptions – and I believe it has elevated religious educators in their own right.

What do you think Leia is looking for? Might there be another way to achieve it? Maybe in the end, this is an appropriate step to take – but with the blessing of your next settled lead minister? All of this said, Leia is a fine religious educator and human being – a blessing to your congregation in good times and difficult times alike. If you choose to ordain her, I know it will be a much-celebrated occasion within and beyond your faith community.

Jan

Karen Prairie’s Notes from a conversation with Rev. Keith Kron, Transitions in Unitarian Universalist Association Ministries and Faith Development
<https://www.uua.org/offices/people/keith-kron>

I spoke with Keith Kron and he is very supportive of our congregation ordaining Leia.. Here is a summary of what he had to say:

There is some precedence as several congregations have ordained their Music Ministers. I have the info on which ones and who that we can reach out to. Also, this is becoming common in UCC to ordain people because of the ministry they have been doing.

The UCC model means the ordination pertains only to the ordaining congregation and not for the entire denomination.

The shared ministry model is trending in our denomination, so it's definitely the right direction to go. Which is to say, I think we'll find someone who wants to come to Cville under that model.

In ordaining Leia, we would be honoring what she has done. We would be living our values and validating her ministry. It's an important ministry in our church. There are multiple ministries happening all the time.

It was not radical when we introduced the Ministry of Religious Education.

Elaine Chapman's summary of her conversation with Makanah Morriss, UU Minister
<https://www.uuma.org/person/8364525/Makanah-Morriss.htm>

On 9/20/19, I spoke with Makanah Morriss, a retired minister who lives in Lynchburg. She made these points:

- She acknowledged that Leia is "well-known and a most excellent" UU professional with 27 years of experience.
- Makanah is aware of the congregation's past, and affirmed that Leia has been a "steady center in all the transitions over the years"; she has been the "key to health and strength in this congregation".
- Ordaining an individual without a MDiv degree has been done before and Makahah stated that the congregation has the "right to ordain and call her".
- Makanah has talked with her ministerial colleagues who agreed that "once in a while something like this happens."
- Ordaining Leia would "recognize her (Leia's) breadth of expertise and elevate her 'ministering' all these years".
- To gain input from the congregation, Makahan suggested that the task force ask members what their experience has been with Leia. In doing so, it should reveal a wealth of support for this endeavor..

Glenn Short Sanctuary Capital Endowment Fund Committee

To: TJMC Board of Trustees

From: Sally Taylor, Chair Glenn Short Sanctuary Capital Endowment Fund Committee

We opened a Money Market Account at the UVA Community Credit Union with Kristy McCray. The gift from Glenn was explained at the congregational meeting and greeted with a toast and the committee and its substitutes were acknowledged.

Don and I met with John Semmelhack to get his advice on the HVAC system and recommendations about the replacement of the boiler heating system. We have written to 8 HVAC contractors (Colonial Webb, Airflow Systems, Jones Heating and Air, Robertson Electric, W.E. Brown, Albemarle Heating and Air, Fitch Services, Beck Cohen) inviting them to bid on the job. The deadline for replying is Oct. 5. Dick and Sally will schedule tours of our facilities and invite bids on the job itself with interested companies.

We have gathered names of gutter/roofing contractors and will be sending them letters asking them if they are interested in the job. Recently we met the contractor who is currently working on the TJMC gutters. He will also be asked to bid on the job which will include addressing the following problems: inadequate downspouts, leaking gutters, improperly installed gutters, compromised fascia boards, missing ice stops, roof leaks.

Dick and Sally will share the job of being the on-site job supervisors once a contract has been signed and the work scheduled.

We also inspected the church gas water heater and discovered that it dates from 1992. Although it is not on the list of projects specified by Glenn's trust, it should be replaced.

The Committee has not officially been notified that we will be acting as agents of the church and we would appreciate having this acknowledged in writing so that we know that we will not be held personally liable for any problems that arise.

Our next meeting is on Oct. 1.

Respectfully submitted, Sally Taylor

IMPACT Report

TO: TJMC Board of Directors

FROM: Greta Dershimer, IMPACT Team Leader

Date: 23, 2019

TOPIC: Update on TJMC's IMPACT Justice Ministry Network Status

The TJMC IMPACT Justice Ministry Network is off to a fairly good start this year. Specifically:

1. The September Social Action Collection to pay TJMC's IMPACT membership dues raised \$4, 677. This is .90% of our FY20 budget, possibly the closest we have ever come to paying the 1% dues. [Note: the \$26,964 "pass through" funds and the \$31,057.27 deficit do not get counted toward our budget total, according to IMPACT policy.]
2. We made a concerted effort to recruit congregation members to attend one of our four scheduled IMPACT House Meetings in September and October. I mailed special invitations to 113 people who had been involved with IMPACT in some way in past years, and Emma Baker, the new IMPACT organizer working with TJMC, had conversations with 29 TJMC members, learning about their prior interactions with IMPACT, and asking them to attend a House Meeting. We had the IMPACT Table up in the Social Hall after services for three consecutive Sundays, encouraging folks to sign up there for a House Meeting. As a result, we had 29 people who said they planned to attend a House Meeting, and 25 who actually did so. Not a great result. But there were many competing events in the four weeks that we held House Meetings: two luncheons after services, a budget hearing, and other important meetings.
3. Fourteen Network Members from last year have volunteered to work with us again this year, and seven new people volunteered during House Meetings, so we have a total of 21 Network Members at this point. I hope to recruit a few more before February, when we begin inviting people to attend the Nehemiah Action on March 31st. I'm especially pleased that three current Board members have joined us as Network Members: Elizabeth Breeden, Kelsey Cowger, and Ann Salamini. It's great to see this kind of participation by church leaders. Three Network Members have already volunteered to work on the IMPACT Research Committees this year, and we hope to engage more in that important effort.
4. At the IMPACT Annual Assembly on Thursday, October 24th, Network Members from all 25 IMPACT congregations will meet to select a new issue to be addressed this year. The three concerns most frequently mentioned in the 40-plus House Meetings held to date are Healthcare, Immigrant Concerns, and Education. Healthcare was the issue most often raised in our own House Meetings, so I expect that most of our votes will go to support that issue. IMPACT will be continuing to work hard on affordable housing for low-income people in Charlottesville and Albemarle County.

We will try to keep you informed throughout the year as important IMPACT events occur.

CORRESPONDENCE

October 22, 2019

To: The Thomas Jefferson Memorial Church Unitarian Universalist Board of Trustees

From: The Considering Our Name Committee

[Please note that there is not yet a consensus process for committee communications. For example, some felt that acknowledging contention and strong feelings of harm was not appropriate, while others feel that it is essential to do so.]

At the September 2019 retreat, the TJMC-UU Board of Trustees identified four areas of focus for the year. One of the areas highlighted as a priority was the goal to “Articulate a vision of TJMC’s future”.

The name, Thomas Jefferson Memorial Church, as a key component of the congregation’s identity, should be taken into consideration when articulating this vision. In order to create a picture of who we aspire to be in the future, we must have clarity with who we are in the present.

It has become clear that the congregation as a whole is not at peace with the name, Thomas Jefferson Memorial Church; it has at times caused division and conflict. Over the last few decades several efforts have been made to address the issue, but it continues to arise as a source of contention. There has been an intermittent rumble over the years regarding the hypocrisy of the name, or the value of the name, and the stress between these opinions has become a recurring theme in the congregational life of a number of members.

There are members and visitors who have expressed that they are deeply uncomfortable with, and even strongly opposed to, a spiritual home named in memorial to a historical figure whose choices and leadership caused extreme harm. Thomas Jefferson harmed those he enslaved, and he harmed generations of Black Americans when he disparaged their humanity in his writings, particularly his comments on race in *Notes on the State of Virginia*.

Thomas Jefferson left a legacy of brutality and white supremacy on our nation, and there are many who find this irreconcilable with the welcoming, anti-oppression mission of the church.

At the same time, other members are willing to hold the achievements and gifts of Jefferson as worthy in spite of this painful legacy, noting that freedom of religion, freedom of expression and the aspirations of equality in Jefferson's writings are the very values that allow us to engage in this conversation. There are members who feel strongly that working under the Thomas Jefferson name allows the church to claim these values, while also staying mindful of and accountable to Jefferson's harm.

What has become self-evident, is that the congregation, as a whole, is not at peace with the name, Thomas Jefferson Memorial Church. The unresolved conflict around the name threatens the health of our community and is increasingly seen as a point of division for many members and friends.

In light of the Board's mission to articulate our identity for the future, and in the context of the need for improved, in-covenant communication in regards to our name, the Considering Our Name Committee recognizes the importance of our effort to facilitate the conversation around this issue with respect and care for the diverse points of view congregants may hold.

Since the motion passed at the congregation meeting in September, the committee is now in the process of setting up the cottage conversations and community polls in order to insure that everyone has a chance to express their feelings and opinions on this issue. We are committed to the democratic process and to full transparency of our efforts and intentions.

It is our highest value that through this process we add to the health, healing, and peace of the congregation. Our commitment is to stay in covenant with one another and honor the value of each individual.

We recognize that being heard with an open heart is one of the greatest gifts we can offer each other, and that as we move through the sharing of our stories and our values, we call upon our deepest ethic of non-judgemental listening and affirmation of the inherent worth of each person.

The motion passed in September called for a six-month process of listening and fact-finding. But we recognize that this might not be a sufficient amount of time to complete the work of hearing every member's perspective on this issue, or to fully assess the ramifications of this effort.

We are committed to going more slowly and taking more time if needed. Our committee recognizes the significant legacy around the founding and continuation of this church, and we offer our time and labor in the spirit of that accomplishment.

The Considering Our Name Committee is open to all opinions around this issue. We welcome all perspectives and hope to find greater understanding and connection through working together.

We ask that the Board accept this letter as a request to recognize the name of the church as an important aspect of the identity of our congregation both in the present, and in the vision for our future.

I think you should hire a Contract Minister position designated "Interim Lead Minister" 2020 - 2021 with option to extend 1 year.

So, not an official UUA designated Interim or Developmental, leaving us open to hire a minister to serve us during an interim period that serves our needs and give us the flexibility to decide based on the talent available and most interested proposal.

Create a Contract Search committee to:

- 1) create some basic info documents - use last Lead Minister search packet as example, doesn't have to be all info.
- 2) create and post a job description that asks applicants to make a proposal to us as to what they can provide during this period and what their salary expectation are.
- 3) appoint mentors for each applicant from the committee to provide any requested info / followup questions
- 4) review applicant, schedule interviews and send recommendation(s) to board.

In keeping with the spirit of our bylaws, this position should require someone whom is "in fellowship or in process of fellowship with the Unitarian Universalist Association."

XII.1 - Fellowship. All candidates for Settled Minister(s) shall be in fellowship or in process of fellowship with the Unitarian Universalist Association.

During the 2020-2021 - a Task Force should be created to decide what our next settled minister should be.

1) Survey the congregation and conduct Congregational conversations to determine what for our future Minister?

2) Make recommendation to Board

Next the Board decided how to move forward, if we decide our next settled minister should not be a Lead Minister, bylaws would have to be changed before search; if the recommendation is to go with a different ministry model, that would have to be decided, again may require bylaw changes.

Search committee is created to conduct search.

My 2c

Marlene Jones
