

**Thomas Jefferson Memorial Church - Unitarian Universalist
BOARD OF TRUSTEES FEBRUARY MEETING
FEBRUARY 26, 2020**

6:45-9:30PM Meeting

MINUTES

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
 - Board communication tools and strategy

In attendance – Elizabeth Breeden – Vice President, Breck Gastinger, Liberty Powers, Beth Jaeger-Landis, Sean Skally – Ex Officio, Leia Durland-Jones – Ex Officio, Pam McIntire, Lorie Craddock - President, Ann Salamini - Secretary

Absent – Stan Walker - Treasurer, Kelsey Cowger, Alex McGee – Ex Officio

Guests – Dave Shutt, Kay Frazier

I. Opening - Opening/Closing Words (Elizabeth), **Snacks** (Ann), **Timekeeper** (Breck),
Process Observer (Liberty)
Opening Words - Ann

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

- Al Reynolds brought information on the United Nations' Sustainable Development Goals. [The 2030 Agenda for Sustainable Development](#), adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the 17 Sustainable Development Goals (SDGs), which are an urgent call for action by all countries - developed and developing - in a global partnership. They recognize that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth – all while tackling climate change and working to preserve our oceans and forests.

1. Acceptance of Agenda

Discussion - Amend the agenda to move the volunteer coordinator report from New Business to Reports, extending that section of the agenda by 15 minutes.

MOTION: Accept the agenda as amended.

Unanimously passed.

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

- Todd Strickland – former intern at TJMC

II. Reports (20 min) - written reports can be found at the end of the minutes.

1. President's Report (written) - Lorie Craddock
2. Vice President's Report (written) - Elizabeth Breeden
3. Treasurer's Report () - Stan Walker
4. Lead Minister's Report - position vacant
5. Assistant Minister's Report () – Alex McGee
 - Leia spoke on Alex's behalf to thank Sunday monitors. She requests that there be one monitor per week to handle the office.
 - Alex will start her sabbatical after the first of the year. She reminds the board to consider hiring someone to cover some of her duties during that time. It would be a new budget item.
6. Director of Faith Development's Report () - Leia Durland-Jones
 - Leia reached out to David Mellor to coordinate on upcoming plans for the name change initiative. They will be meeting to plan.
 - Please check out the UUA "UU the Vote" initiative – <https://www.uua.org/justice/vote2020>
 - The consulting time with Christine Gyovai was pro bono. Board members sent a card expressing appreciation and gratitude.
 - Leia gave board members copies of **Honest, Direct, Respectful**, a guide to difficult conversations, as well as handouts on assertive communication. https://docs.google.com/document/d/1_pHz76zfVSmWFvCnxq90uzNTuidsHNU3RvKwc7tTpWg/edit?usp=sharing
 - She shared a letter from Todd Strickland in response to a card of concern for his health situation. (See Correspondence)

Question – You have already used all your professional expense funds and will have to pay for travel to General Assembly out of pocket. Is there anything that can be done to contribute toward that expense?

7. Director of Administration and Finance's Report () - Sean Skally
 - Year-to-date the numbers look pretty good. There was some accounting anomaly in Quicken which makes net revenue look low, but the numbers should be in positive territory once that is resolved.
 - There has been a rental renewal for next year of \$1200/month.
 - Charlottesville Friends of Oldtime Music, a long time renter, has disbanded and decided to donate its remaining funds to TJMC in the amount of \$1500.

Sean replaced the old sink faucet in the Social Hall kitchen, personally taking care of installation. Thank you, Sean.

8. Membership Report (written) - Sally Taylor
 - Membership stands at 369.
9. Board Liaison Reports

- Volunteer Coordinator - Kay Frazier

This item was moved up from new business so Kay can leave early.

Work to date:

- Last spring she felt the turmoil in the church and felt moved to use one day/week to help. She started talking to folks, listening and reading past church history, and looking at past planning and needs. She identified volunteer coordination as a need and talked to staff, formal and informal leaders, about the idea. She felt encouraged to pursue this work.
- Her experience of doing this work since September is that it is much like what each of us finds as we contribute to this congregation – a lot of joy. She's learned that she can only do what she does because of what everyone else is doing on a daily basis. She's also thought about what motivates all of us: it contributes to our own lives, through living our faith and values, covenant and principles.
- How can we be sure that anyone coming through our doors can find a place here? As an introvert, Kay initially found it daunting to come into the Social Hall. She saw some people she recognized and was able to gravitate toward them. But we need to do a better job for the newcomers.
- There is so much talent and skill here. Every time we start a conversation about a new project, a landscape architect turns up, a finance person, a cook, an architect, a graphic designer. The talent and skills we have are pretty amazing.
- It's not just me doing this work. It's a collaboration of the communications committee, the councils and numerous individuals. We've focused on telling our stories about who we are. Kay prefers "serving" to "volunteering." "Serving" reflects the emotional connection she feels to this church. She tries to reinforce the idea of service to the church.
- Kay is trying to build capacity to use skills and talents that people have, and also to acknowledge and thank people for their time and talent.
- Some of the obvious work you might notice is the monthly highlight of various areas of the church. This is being coordinated across the website, newsletter, posters – however it can be lifted up.
- To more effectively highlight these areas, they are improving the website and bulletin board, better coordinating the information in the newsletter.
- There are lots of one-time opportunities, such as painting, changing lightbulbs, standing in for the office assistant in her absence. We need to make sure people are aware that those one-time and short term opportunities exist.
- Kay is trying to build capacity to help formal and informal leaders reach more people and tell their stories.
- Kay is also trying to fill critical needs around building maintenance. Once the Glenn Short renovations are completed, she hopes to work with the DAF to complete a building assessment and reform the building committee.
- Kay hopes to culminate these efforts with a Time and Talent Fair in September. There will be tabling by groups to explain what their needs are.

Challenges:

- How to evaluate this work. We can collect data on the tangibles but the intangibles are more difficult. The intangibles create the synergy where two plus two becomes six. The networking and combining of our efforts are hard to measure.

- Communication – in this case it means marketing and branding to ourselves, telling stories to ourselves. If we do that well, it will reach outside our walls.
- We hope to add marketing and branding skills to the communications committee. One idea is that the board may need a publicist to help get the word out, someone who is not a board member. This would aid transparency.
- We need to build succession planning for major events, committees, leadership.
- Sustainability of this work: They foresee a volunteer coordination circle, rather than committee, which is organic, led by the group rather than a chair. That's the concept moving forward.

Discussion:

- Are you working as a circle now? How many people are involved? – Elizabeth Breeden and Sally Taylor have been her primary mentors. Kay now sits in the Social Hall on Wednesdays and finds people who are interested in sitting in the circle. They put out chairs and ask what skills and talents we need in those chairs. The circle size depends on the work to be done.
- Volunteer Coordinator is a possible paid position if we decide to expand staff. – It is a needed position. Kay's role may extend beyond one year because we probably won't be able to afford a paid position for a while.
- Have you recorded your work to pass on to the next people? – Somewhat. We are making resource manuals for some committees and activities.
- We need a database of skills and what people would like to learn.
- The VP position holds some of the volunteer coordination role. We have annual reports and lists of what everyone is doing, but they are static. They don't keep going. For example, when a member dies, we don't know what they had been doing for the last fifty years. - Power church can hold that info if it is entered.
- Kay has been talking to people about what they might be interested in doing; they may be interested in serving but don't know where to fit in. If one expects to be reached out to and nothing happens, that's a bad thing. Try to find out what people might be looking for. (Women's group, LGBTQ, ...) We need to catch visitors as they walk out of the sanctuary.
- Is this lack of invitation happening because we have been so internally focused for the last few years? – I'm not sure. We've never had the infrastructure to do this. It can't be sustained with volunteers and there aren't enough staff to do it. This work will create something for the Volunteer Coordinator to have in the future.
- Do you anticipate continuing this effort beyond the time and talent fair? – Kay started in September and hopes to have some of the circle chairs filled in the next few months.
- We need to be clear on what we're asking people to do before we ask them.
- Greta Dersheimer and Jude Bias of the Committee on Ministry have taken the lead in the 2 minutes stories for the gallery hallway. – It's good to get young faces up there.

Thank you, Kay!

- Stewardship/Pledge Drive (written) - Lorie/Danny Gray

Ten days into our 28 day pledge drive, we have raised \$118,055. This is below 1/3 of our goal at over 1/3 of the duration of the pledge drive. Perhaps a white board event on the pledge drive and budget needs would be helpful.

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

- Personnel Committee - Elizabeth

Discussion of Scott's LOA on the consent agenda: His hours were dropped from 20 to 17.5, which makes him ineligible for health care. – This reflects decreased hours on Sunday because we went from two services to one. His hours and benefits will go back up when we go back to two services. He wasn't taking health benefits but may when he retires. Sean is keeping track of accrued vacation.

- Music Committee - Kelsey

- Task Force to Explore Ordaining Leia (written) - Pam
See under Congregational Meeting p.6

III. Consent Agenda / Electronic Motions

1. Approve January 2020 Board Draft Minutes.
2. Approve Policy Manual description of Policy Review Team
3. Approve revision to pages 10-20 of the Policy Manual.
4. Accept and sign Director of Music Agreement
5. Accept verbal and written reports as submitted.

MOTION: Approve the Consent Agenda.

Unanimously approved.

IV. Old Business

1. Reconciliation - Leia and Pam (15 min)
2. Stemming from our work with Christina Gyovai, Pam and I agreed to plan a ritual of reconciliation. We want to familiarize the board with this draft proposal and plan so the congregation will know that work is being done toward reconciliation.

They presented a proposal aimed at understanding, forgiveness, healing and reconciliation. The plan includes a process to collect congregants' feelings and wisdom about the past period of turmoil. This information will be used to create a Sunday worship service to deal with these issues.

2. Congregational Meeting March 29, 2020 - Pam and Lorie (15 min)

Thank you so much for the time and thought you have put into considering ordaining Leia. I just wanted to add a couple things to the task force written report and I wanted to emphasize a couple things from our report.

- We will host a conversation with Leia on March 11 at 6:30 in the social hall.

Snacks will be provided!

- The path of ordaining a non-fellowshipped minister is unusual but not unheard of in Unitarian Universalism. We want to make sure that we only ordain

professionals who meet very high standards of integrity, wisdom, balance, and leadership. Leia is such a person and she has demonstrated this in years of service to our congregation. UUA does acknowledge two types of ordained ministers and the UUA leaders we consulted with supported ordaining Leia as a non-fellowshipped minister of TJMC UU.

- As I think about what it will mean if we are so fortunate as to be able to ordain Leia as our Minister of Faith Development, I think we need to make sure to provide all the support that our professional team needs.

- We want to make sure to hire an interim that is experienced with multi staff congregations and able to work with a team of professionals who provide varied perspectives and skills

- We want to make sure that all members of our leadership team receive guidance and support from professional organizations (for example LREDA – Liberal Religious Educators Association for Leia and the UU Ministers Association for our other ministers), and otherwise UU mentors outside our congregation.

- We want to make sure that our board and other lay leaders take advantage of opportunities for training and guidance outside our congregation to have the understanding of how to support professional leadership in our church.

- We want to make sure that we hold each other with appreciation and support as we negotiate all the changes that are ahead for us in the coming years.

- Finally, As you think about our upcoming congregational meeting and as you talk with congregants about it, I would like to ask you to think about what it would mean to TJMC UU if we DON'T ordain Leia. She is already working as a minister in our church. She has taken on tasks and roles far beyond being a director of Faith Development. She provides pastoral care, serves in the pulpit, she works on stewardship, administration, spiritual development, rites of passage, worship, senior leadership and overall care for our congregation. Since last August, she has been the full time senior leader in our church. I was stunned to find out all she is holding for us. Without her work and guidance, I am not sure the church would be running these last months. It is amazing how **ALL** our beloved staff are holding us together. They are all working amazingly hard in these challenging times.

- We are so lucky to have Leia. But, we have had her for so long and she works so well, that I am very worried that we don't value her in accordance with all she does for TJMC.

- I worry about what it means about who we are as a community if we DON'T ordain Leia as our minister of Faith Development. It is hard to imagine asking her to continue doing all she does and asking her to act as a minister without ordaining her.

- My experience of TJMC over the last 27 years is that we are a community that appreciates our leaders, that acts with integrity, that aspires to care for each other with loving kindness and that works to do the right things. I hope that the board will put their full support behind ordaining Leia.

- The Task Force is grateful to the Board for voting unanimously to bring the question of ordaining Leia to the congregation for a vote on March 29 after the service. The question the board approved was: "Should TJMC ordain Leia as a UU minister with the title of Rev. Leia Durland-Jones, Minister of Faith Development? Her job title will continue to be Director of Faith Development. She will continue to covenant with, be accountable to and supported by LREDA."

- After considerable discussion and consultation, the task force would like to propose that the board approve a shortened, simplified question to bring to the congregation. The task force would like to propose that the last two sentences and that the word “UU minister” be left off the question.
- The task force believes that Leia’s job title and job description should be examined and adjusted by the personnel committee.
- In addition, although Leia will continue to covenant with, be accountable to and supported by LREDA, the task force believes that this statement should not be part of the question brought to the congregation for a vote.
- The task force also would like to delete the “UU minister” part of the question because we are concerned that this could be confusing given the considerable discussion of two types of ordained ministers. The task force proposes that the question brought to the congregation be modified to state: Should TJMC UU ordain Leia as our Minister of Faith Development with the title of Reverend Leia Durland-Jones?

Discussion:

- The info that has been removed should be explained in the introduction to the motion.
- Limit comments at the congregational meeting to ½ hour total, or 1 minute per comment. If you hear your comment, please leave the line.
- Keith Kron recommended an 80% vote in favor to pass. – Add this to the motion.
- The mailing information can be worked out at the executive board session on March 11. (The mailing must go out on March 19.)
- Job assignments for the congregational meeting can be made at the March 25 board meeting.

MOTION: Change the wording of the motion to ordain Leia to: “Should TJMC UU ordain Leia as our Minister of Faith Development with the title of Reverend Leia Durland-Jones? A vote in favor by 80% of members present is required to pass.”

Unanimously approved.

3. Interim application progress - Pam (5 min)

The process is going well. We would like board members to review the application before posting. The draft application will go on google docs for board review. We will aim to upload the final version to the Transitions website by mid-March.

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. Upcoming events needing leadership - Lorie (20 min)

Who will hold the ball on these events?

- Elder Dinner - Elizabeth
- Spring Auction – May 9th Saturday night - Carol Gardner will work behind the scenes. Liberty on publicity. Beth will work with Carol. There will be a silent auction.
- Connie Cheetham Award – Breck, Beth, Kelsey, Sally Taylor.

- 100th Birthday for Virginia James event - Elizabeth
 - UU The Vote – see DFD report
 - Leadership training opportunities – see DFD report
 - Can we ask Nominating Committee to disseminate these dates? – Breck will take this request as board rep to the committee.
2. Volunteer Coordinator report - Kay Frazier (15 min)
See in the Reports section above.
 3. General Assembly delegates - Lorie (5 min)
GA will be in Providence, RI. June 24-28. Registration is \$400. We can have 8-9 delegates based on our membership. Delegates can participate off sight. The UUA has scholarships available for those who qualify and registration fees can be waived for volunteers. The downside is that volunteers will miss some events.
<https://www.uua.org/ga/registration/financialaid>

VI. Closing Activities (5 min)

1. Process Review –
 - Good snacks.
 - We kept it moving
 - We should ask for participation
 - Leia helped keep us on track and documenting details.
 - Good humor and participation. We worked things out on the fly in a comfortable way.
 - Stayed on task and on agenda.
 - It was good to have non board presenters early in the agenda
2. **Things to do / communicate**
 - Stan - communicate to Finance Committee to consider hiring someone to cover some of Alex's duties during sabbatical.
 - Leia will reach out to UUA Transitions Office to get details of Interim Minister search nailed down, especially dates.
 - Ask Personnel to recommend % UUA guidelines for hiring new ministers.
 - Beth and Liberty will work to recruit help for auction.
 - Breck will take dates for leadership trainings to Nominating Committee.
 - Sean will put notice on GA delegates in the Friday emails for a while.
 - Beth will notify Sally about Connie Cheetham Award Committee.
3. Closing Words - Ann

Dates to remember -

- March 15 - Pot Luck and Pledge wrap-up
- March 23 - Showing of American Heretics at Vinegar Hill, 6PM - cohosted by TJMC Racial Justice Committee
- March 29, 2020 - Congregational Meeting on ordination
- March 31, 2020 - IMPACT Nehemiah Action 6:30-8:30PM
- April 4-11, 2020 - PACEM
- May 12, 2020 - IMPACT Celebration 6:30-8:30PM
- May 9, 2020 – Spring Auction

For March -

- Alex's Offer Letter (LOA)
- Racial Attitudes Survey for Faith Communities

Future topics -

- June - reconsider two services
- Policy Review Board
- Endowment policy, who pays what, etc.

Parking lot -

REPORTS

President's Report

President's Report

February 2020

February may be the shortest month but the Board's agenda is long.

First and foremost, the **2020 Pledge Drive** has begun and will continue until Sunday, March 15. Pledge letters and pledge cards are being passed out before and after the Sunday services or mailed to those who don't pick up the pledge information in person. I encourage everyone to give generously and turn in your pledge cards as soon as possible. Using the numbers from the Pledge Drive, the Finance Committee will create the 2020-21 budget. The Board will schedule a Congregational Meeting for May and at that time, the congregation will vote whether or not to approve the budget. We have had a few challenging years with our budget at TJMC and I am hopeful this year we will turn a corner and begin our financial recovery.

The Task Force to Explore Ordaining our Director of Faith Development, Leia Durland-Jones has been hard at work preparing for the March 29 Congregational Meeting. At this meeting, we will vote on whether or not to ordain Leia. This is a critically important vote for our congregation. If you want to vote on March 29, you must sign the church's membership book and become an official member of the congregation by Friday, February 28. Voting is only done in person on 3/29. There is no proxy vote or absentee voting available. You must attend the 3/29 meeting to vote.

The Board has begun the task of filling out an **application for an Interim Minister**. Board Member Pam McIntire has created an account for TJMC to begin our search with the Unitarian Universalist Association. At this time, Pam is contacting TJMC committees for assistance in completing the application. More information on the application will be available as we work through the process.

Since the January meeting, **the Board has had two work sessions** with Christine Gyovai, a professional mediator with background in organizational development and strategic planning. Board members used the time with Christine to discuss the past few years at TJMC and how our congregation can unpack some of our more difficult emotions and events, process

all that has happened and begin to heal our rifts. We look forward to furthering this conversation at the February Board Meeting.

There are **several events this spring** at TJMC that need volunteers. The Spring Auction at TJMC has traditionally been an important fundraiser for the church. In order for the auction to happen this year, a volunteer is needed to organize this event. The Elder's Dinner on May 12 needs leadership to coordinate a special meal celebrating the senior members of our congregation. A Task Force needs to be formed to select this year's winner of the Connie Cheetham Award. And finally, the UU General Assembly will take place June 24-28, 2020 in Providence, Rhode Island for those who are considering attending. If you are interested in any of these important tasks, please contact me at president@uucharlottesville.org.

Here are a few **other important events** on our calendar.....

- March 1 - Soup Sunday with hosted tables and facilitated conversations around stewardship
- March 5, 2020 - IMPACT Rally 6:30-8:30PM
- March 15 - Pot Luck and Pledge wrap-up
- March 23 - Showing of American Heretics at Vinegar Hill, 6PM - co-hosted by TJMC Racial Justice Committee
- March 29, 2020 - Congregational Meeting - ordination
- March 31, 2020 - IMPACT Action 6:30-8:30PM
- April 4-11, 2020 - PACEM
- May 5, 2020 - IMPACT Celebration 6:30-8:30PM

Thanks to all for continuing the good work of our church and I look forward to seeing everyone at both Board Meetings and Sunday Worship.

Lorie Craddock
Board President

Vice President's Report

Vice President's Report

Traditionally the Elder Dinner is set for the second Tuesday in May: May 12. This year we will include a celebration of Virginia James' 100th Birthday. There will be an appeal for food and hosting using the PACEM email lists, funeral reception help lists and UUGuys. Usually we see if the teens can help, even though it is a school night. The Board is usually also invited to host the tables for the Elders and Church Staff. Anyone wish to help?

The Connie Cheetham Award Nomination is organized with a Task Force assigned by the Board and usually including a few Board members. Sally Taylor has volunteered if selected. This award is usually given out in late May or early June, depending on the schedule of the Minister and the "winner."

Treasurer's Report

Assistant Minister's Report

Director of Faith Development's Report

Report to the Board February 2020
Leia Durland-Jones, Director of Faith Development

It is a busy, busy time. Here are some highlights:

Children & Youth Religious Education

- Our children's RE classes continue to roll right along. We continue to welcome visitors weekly.
- Neighboring Faiths (6th & 7th grades) is learning about Islam and Judaism this month. They visited the Central Virginia Islamic Society during their recent open house and will attend service at the synagogue this week.
- Coming of Age youth continue to meet with their mentors regularly. Linda Dukes is our Mentor Support person and she hosted a lovely breakfast and support session for mentors earlier this month. Thank you Linda!
- Our senior high (10th-12th) grade youth group Young Religious Unitarian Universalists (YRUU) has been busy. Some of our youth attend a UU Youth Conference in Charlotte at the beginning of the month. Many thanks to Adam Slate for serving as chaperone and advisor for this trip. The youth also had a "late night" at church and enjoyed cooking and being together. This Sunday, March 1, they will lead a "Breakout Room" activity for our 6th & 7th grade class.

Adult Programming

Recent:

- The Women's Dream Quest (February 21 & 22) was a huge success with 46 women participating. It was a delight to have Judith Tripp with us and to work with the Dream Quest Planning Circle to create such a meaningful offering for the women of our congregation and larger community.

Upcoming classes this semester:

- 3 different Philosopher's Table supper groups, Thinking with New Minds (Racial Justice class), tour of Memorial to Enslaved Labors at UVa, Living While Black in America (film and conversation after church), and hopefully a fieldtrip to tour the home of Harlem Renaissance poet, Anne Spencer, who lived in Lynchburg. The Pastoral Visitors is hoping to offer a program on grief later this spring.

Ongoing:

- Short Story Reading Group, Tai Chi, Wednesday Wonderings (led by Lou Centore), a weekly gathering to discuss our ministry theme of the month, Contemplative Worship

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.
- Our annual Chili-Cookoff and Bingo Night on January 25 was great fun. Congratulations to Beth Jaeger-Landis, our Chili Champion! This was also a modest fundraiser.
- PJs and Pancakes was another wonderful multigenerational event. I cannot say enough how much it means to me that the kick-off event for the pledge drive was a

multigenerational gathering. It says so much about who we are and what we value as a faith community. This was also a modest fundraiser.

- Thanks to Margo Gill, we have a special event planned for Sunday March 8 after church—a Purim Carnival. Come prepared to enjoy a fun time at church that day.

Worship

- Children's Worship this month has included learning the song "There is a Love" which we hope to teach the congregation sometime this spring. On February 16, we explored friendship and also the joy of wearing our jammies to church and having pancakes together. On February 23, Elaine Chapman led Children's Worship focusing on William Carlos Williams and the power and beauty in the direct experience of poetry (*tying into our First Source— Direct experience of that transcending mystery and wonder, affirmed in all cultures, which moves us to a renewal of the spirit and an openness to the forces which create and uphold life;*)
- Our Contemplative Worship continues on Wednesdays from 11:30-12:30 and is a wonderful part of our church's rich worship opportunities. It has been lovely to have Christine Gresser and Grey Gresser-Oldham as part of our leadership team this winter/spring.
- It was very meaningful to me to weave worship on February 23 with Judith Tripp, Patty Wallens and Callie Smith. The theme of the Dream Quest this year (Dreaming Our Lives Purpose) was the perfect opportunity for me to share a sermon with the congregation about my call to ministry.

Stewardship

- I continue to encourage congregants to pledge and will be working with Liberty to do a direct outreach to families with children/youth in the RE program next week.
- March 28 is the Harry Potter auction event offered by Pam McIntire & Greg Townsend and a creative team of others. They have great plans for transforming the church into a magical space for the evening. Pam told me she is hoping for a large, multigenerational turn out. This is part of the fall auction fundraiser—so please save the date and purchase a ticket at auction@uucharlottesville.org and join us in a night of fun, food, magic, costumes, potions, spells, and a showing of Harry Potter and the Sorcerer's Stone!
- Sean and I met with Carol Gardner to get the ball rolling for the Spring Auction which will take place on May 9. Thank you to Carol for her willingness to continue on as part of the auction team. More team members are needed—please help us create a strong team for this important fundraiser.

Membership:

- I will be offering two New Member Seminars this spring with the help and support of the Membership Committee. The dates for these stand-alone sessions are Sunday March 22 after church and Wednesday May 20 from 7-9pm. These sessions are designed for people who are interested in joining the church or have recently joined the church.

Social Justice:

- Margaret Gorman and I will meet with Elizabeth Breeden soon to talk about the Hospital Meal Packet program and how it might be incorporated under the umbrella of our wider church food ministry programs (Food Pantry, Soup Kitchen, etc.) The children in K-3rd grade will be making meal packets this Sunday March 1.

Leadership:

- The visit we had from Keith Kron of the UUA's Transitions Office was helpful to our congregation on several levels. It was wonderful to have him preach and offer the Q & A session. It seemed congregants felt both seen and heard and were also reassured that the UUA understands what we are seeking from our time with an interim minister.
- I am very grateful to Christine Gyovai for her excellent work with us in a very limited amount of time. She very graciously DONATED her time with us. I will circulate a thank you card at our meeting so that we can offer her our appreciation.
- I continue to meet weekly with Sean, Alex and Caroline as well as other church leadership.
- The UUA has an initiative entitled UU the Vote <https://www.uua.org/justice/vote2020>
UU the Vote is a non-partisan faith initiative to engage our neighbors, educate our communities, mobilize voters, and rally around key ballot initiatives. All through 2020 the UUA is supporting congregations and UU organizations in activating thousands of Unitarian Universalists to mobilize for electoral justice at the local, state and national levels. I am hoping to find some congregants that are interested in engaging with this work.
· There is a leadership opportunity nearby that might be of interest. The Tidewater Cluster of UU Congregations is offering a 4 session UU Leadership School. The deadline for registration is this Sunday. The cost is \$120. If you would like to register, here is the link:
<https://www.eventbrite.com/e/extended-leadership-experience-tidewater-cluster-registration-53689713378>
Session One: March 7, 2020 Williamsburg Unitarian Universalists
Session Two: April 4, 2020 Unitarian Universalist Community Church Glen Allen
Session Three: May 2, 2020 First Unitarian Universalist Church Richmond
Session Four: June 6, 2020 UU Fellowship of the Peninsula, Newport News

Pastoral Care:

- There are several larger pastoral issues that I am helping support in addition to weekly pastoral check-ins.

Professional Development

- I continue to meet several times a month with Makanah Morris, a retired UU minister, who is serving as my Good Officer during this time of transition in our congregation. I am grateful for her ongoing support and her wisdom.
- The UU Wellspring group (designed for UU spiritual development and deepening) I am participating in is in its second month. I have started meeting with my Spiritual Director once a month. Check it out: <https://uuwellspring.org/>
- I am planning to attend the UUA's General Assembly this June in Providence. As I have used up the funds in my Professional Expense line, I am anticipating having to pay my own way to attend. I am hopeful that the staff's professional expense items can be restored in future budgets so that we have the funding we need to attend and participate in professional development programs and events.

Director of Administration of Finance's Report

1. DAF Position
 - a. DAF Hours for December: 136 of 130 hours worked
 - b. Approximately 20 hours of meetings attended

2. Finance

a. Dec 2019 Reports: Statement of Activity

	Jul – Dec 2019	Jul – Dec 2018
Total Revenue	\$28,859.99	\$33,739.31
Total Expenditures	\$52,004.29	\$29,209.89
NET OPERATING REVENUE	\$ -23,144.30	\$4,529.42

b. Rental updates:

- i. Income for January 2020: \$2395.00
- ii. New Renters: Community Roots Co-op
- iii. Donated Rentals: None
- iv. Returning Renters: CHEC, AACorn, C-ville Time Exchange, YOCV, Cville Pickle Ball,

c. Fixed skipped check issue

d. Partnered with Finance and Stephanie L on endowment. I will bring statements on endowment quarterly.

e. Finished tax review. No paperwork needed.

3. Human Resources

a. Completed reorganization of current personnel files and audited for completeness.

b. Started to complete missing W-2 and I-9 forms.

c. Started to work on past employees file

d. Sent last paycheck to CR

4. Facilities

a. Building

i. Please be on the lookout for:

1. Stand Lamp
2. Room divider

ii. Summit house Porch:

1. Met with a mason. The mason said that the brick piers were not work salvaging, due tot the fact that in 5 years they would need to be replaced again. They recommended concrete footers and 6x6 posts. The brick would be salvaged to place as a façade.
2. Justin Pincham has been contacted to give an estimate on repairs.

iii. Ordered new floor mats for main entrance and social hall entrance

iv. Reorganized mail room and hung new first aid kit

b. Completed Repairs / Issues Addressed:

i. Repair Document Link:

<https://docs.google.com/document/d/1OLkvJvRcT-esb9nMaP78AIPyTCcsWvocCZlorFnX0tc/edit?usp=sharing>

Wins:

- Working on ongoing list of duties
- Proactive in working on buildings issues
- Completed personnel record review

Opportunities:

- Missing paperwork in personnel records
- Need detail work on finance reports and

Membership Report

TOTAL MEMBERSHIP as of December 30, 2019: 364

Add:

Chris Little, January 1, 2020
Kathryn Abbott, January 26, 2020
Chris Abbott, January 26, 2020
Margo Gill, January 26, 2020
Jeremy Gill, January 26, 2020
Karen Fairchild, January 26, 2020

Drop:

McIntire, Damon, moved, email to Tracker, January 6, 2020, archive

TOTAL MEMBERSHIP as of January 31, 2020: 369 members

Sally Taylor, Membership Tracker for TJMC Membership Committee

Personnel Committee

-

Task Force to Explore Ordaining Leia

The Task Force to Explore Ordaining Leia
February report to the TJMC UU Board

The Task Force to Explore Ordaining Leia has had numerous conversations with individuals, posted extensive question and answer documents, engaged in two Congregational Conversations, and conducted tabling in the social hall. In addition, we will host a conversation for congregants to talk directly with Leia on March 11 at 6:30. We have been overwhelmed with the outpouring of love and support for Leia and appreciation for Leia's role in our congregation these many years. Some have had concerns and all have engaged with respect and kindness. It has been healing to witness the best of how we at TJMC care for each other.

It is very important to recognize that Leia already serves as one of our ministers: teaching, preaching, providing administration and pastoral care. She is engaged in stewardship, administration, spiritual development, rites of passage, worship, senior leadership and overall care for our congregation. She is wise and she is experienced. She is recognized in the greater national and regional UU community as a skilled, wise leader. Throughout the decades, she has led us with integrity, wisdom, perseverance, tolerance, kindness, and a steadfast dedication to living according to our UU principles.

We also want to emphasize that the UUA does acknowledge two types of ordained ministers. Fellowshiped ministers and ministers ordained to the ministry of a particular congregation and not part of the UU Minister's Association. The task force is proposing that TJMC ordain Leia as the second kind of minister, as a minister to our church. This type of ordination is

acknowledged by the UUA and the UUA personnel we consulted with supported ordaining Leia as this type of minister.

We anticipate that the personnel committee will work with Leia to update her job description to reflect what she is already doing. This is a separate issue from her possible ordination and is a personnel committee issue. If Leia is ordained by TJMC, she would continue to do the things she already does for and with us. Leia would still lead our Lifespan Faith Development program as she has done for 27 years, so we will not be adding another staff member. She would still provide pastoral care, participate in all strategic and programmatic planning, and support volunteers in various aspects of church life. Leia is a skilled worship leader and would weave worship and preach on Sundays that are not multigenerational services. As one of our ordained ministers she would continue as a minister in our church and her ministerial role would be formalized.

Some have asked what it might mean to TJMC in the future if we ordain Leia. We have answered these questions in our documents and have welcomed discussions. But, I want to ask you, what it would mean to our congregation if we DON'T vote to ordain Leia. What would it mean if we don't ordain Leia who has been a minister to us for all these years, who has been an exemplary leader, who has been dedicated to our well being and led with commitment to our UU values and vision, and who has been steadfast in her commitment to our health and growth? What would it mean about who we are as a congregation to ask Leia to continue to act as one of our ministers, without fully recognizing her and ordaining her as a UU minister? What would it say about our community if we choose not to recognize her dedication and her excellence as one of our ministers?

After considerable research, thought, and discussions, the Task Force to Explore Ordaining Leia is making a strong recommendation that the congregation vote to ordain Leia as our Minister of Faith Development, the Reverend Leia Durland-Jones.

Task Force Members: Lorie Craddock, Elizabeth Breeden, Larry Moulis, Dawn Dirks, Laura Horn, Elaine Chapman, Karen Prairie and Pam McIntire (Chair), Mary Rose Curtis (Honorary Member)

Glenn Short Sanctuary Capital Endowment Fund Committee

Stewardship / Pledge Drive

We are 10 days into our 28-day pledge drive. We had raised \$118,355 as of noon today. We are below 1/3 of our goal at slightly over 1/3 of the duration of the drive. Fewer days in February is not our friend.

There was a lot of enthusiasm at the PJs and Pancakes/Pledge Drive Launch event. The personal testimonials from members have been well received. There will be more from the pulpit on March 8th.

This Sunday, March 1st, we are having a Soup Social which is a new idea combining our lower cost Soup Sunday with Pledge Fellowship Dinners of the past. We will have facilitated pledging

discussions over the meal at 8 person table groups. There will be an opportunity to drop your Pledge card in the box publicly, if desired, to cheers. Kids will have their own table to be able to see some of the pledge activities, then depart to make themed deserts for their parents. We expect good attendance and returns.

Lorie, Stan and I have discussed a request for another budget/pledge drive Q&A, following up on the gain of positivity from the one in the fall.

We will close out on 15 March, again with an opportunity to break bread together and say thank you for the Pledge Drive team and the d Pledges so far. We will close with pointing out that pledges will still be accepted and greatly appreciated from now to the end of the FY.

In peace,

Danny

CORRESPONDENCE

Dear Leia, Rev. McGee, and Members of the TJMC Board,

I'm halfway through with my chemo treatments and I wanted to celebrate that news with you. Six treatments completed and six more to go. My last one will probably be the week before Easter Sunday which seems fitting.

I have been so joyfully overwhelmed by cards like yours and the offer of prayers. Those cards and prayers were so helpful to me as I recovered from surgery in August and went through the first difficult chemo cycle in October. Thankfully, the new chemo protocol I have been on since November has been much better and I have had minimal side effects that I call "The New Normal." There's nothing normal about it but is still a whole lot better than the side effects I experienced in October.

So, I just wanted to say thank you for the card and the prayers. It means so much to hear from a community that has meant so much to me.

One evening, when I was reading one of the many cards I have received, my daughter (8) asked me, "Dad, why are you crying?" "People are just so kind," I replied. And my 10 year old son said, "Yeah, Dad. That's why we're here. To be kind to each other."

In the midst of this unexpected chapter I my life, I feel so blessed.

In Peace,
Todd