

Unitarian Universalists of Charlottesville
BOARD OF TRUSTEES MEETING
January 27, 2021
6:30-8:50 PM Meeting
Minutes

Major focus for Board in 2020-21:

- #1. *Vision*
- #2. *Financial stability*
- #3. *Outreach + connection*
- #4. *Reconciliation*
- #5. *Defining the future*

In attendance –Lorie Craddock, Kelsey Cowger, Liberty Powers, Elizabeth Breeden, Pamela McIntire, Jim Gorham, Beth Jaeger-Landis, Breck Gastinger, Linda Olson Peebles, Leia Durland Jones, Sean Skally

Absent –Stan Walker

Guests – Christine Gresser, Mary Beth Wiley, Beverly Ryan, and David Shutt

I.Opening - Opening/Closing Words (Beth JL), Timekeeper(Kelsey), Process Observer (Breck)

Opening Words - excerpt from Amanda Gorman's poem "The Hill We Climb"

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

- Christine Gresser: Reported that the Membership Committee is doing a member joining ceremony/ritual outside, using COVID precautions. The new members have been giving very positive feedback about having this ritual to celebrate their membership.

1. Acceptance of Agenda

MOTION: Lorie Craddock made the motion to Accept the agenda without the executive session regarding stewardship will be removed.

Motion was seconded by Kelsey Cowger.

The Board unanimously accepted the agenda with changes.

2. Written Correspondence (none for this meeting)

II. Reports (40 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
 - Results from the virtual cottage conversations regarding the new name of our church/congregation have produced 48 suggested names.
3. Treasurer's Report (not available due to family emergency) - Stan Walker
4. Lead Minister's Report - (written)- Rev. Linda Olson Peebles
 - 2021 Pledge Drive: In the next couple of months, emphasis will be placed on strengthening the financial security of our congregation.
 - Leadership Development: there will be virtual work-shops available for members who are interested in leadership roles in the congregation.
 - Chair of the Pledge Drive is Dawn Dirks
 - **Stewardship Report:** donor development, caring for our resources, finances are needing to be monitored, caring for each other and reputation. Communication goes a long way in fostering trust among our congregants and friends. Annual **Canvass** is a focused campaign that is just one part of the stewardship.
 - February: start "quiet asks". Rev Linda is providing training for the "askers"
 - March 7 is "kick-off" Sunday, there will be member testimonials each Sunday and reports to address how the Canvass is progressing.
 - April 11th- celebration Sunday, at which time the Canvass is completed.

Update on the racial profiling incident: Staff has been in close contact with Walter.
5. Assistant Minister's Report (N/A) – Alex McGee is on sabbatical
6. Director of Faith Development's Report (written) - Leia Durland-Jones
 - Working hard this week to finalize the schedule for the new Adult Faith Development classes this semester including some classes that are hosted by other congregations.
 - **Feb 27th, 12:00-9:00 PM: UUA Conference: New Day Rising: Congregations looking at white supremacy culture. Link to registration: <https://www.uua.org/leadership/events/new-day-rising-2021>
7. Director of Administration and Finance Report (written and verbal) - Sean Skally
 - A new security system should be finished the third week in February. Many of the doors will alarm when they are opened. At some point in the future the alarm will be set up with a notification to the C'Ville Police. Initially, the alarm system will alert Sean as the first responder, then Caroline Heins as the second responder. The more people on the notification list, the better. The responders will have access to the security monitoring system remotely; if they cannot find a reason for the alarm to be sounding, then the police will be notified.
 - There will be several ways to enter the building without setting off the alarm system: A key fob, an access code, and a manual deactivation of the system. Sean can assign as

many access codes as needed, and each code will be designated to an individual. There will be cameras set up as well, for the responders to monitor who/what set off the alarms.

- A concern about aligning us with the police was mentioned. The UUA has requested that UU Congregations find ways to not be closely aligned with the police. This was discussed during GA in 2020. We will try to find guidelines to help us on this issue.
- During Dec 2020, our average attendance to the Sunday services was 130-140, which is in line with the attendance last year at this time for our in person church services.

8. Membership Report (written) - Marcia Brecker
Membership stands at 360

9. Board Liaison Reports

- Nom Committee: (verbal) Mary Beth Wiley
 - Filling vacant positions for the next election: People's names have been suggested from leaders of the congregation.
 - 40 people are on the calling list. Nomcom is currently calling these people and asking if they are interested.
 - Treasurer and President positions are opening in June 2021. The treasurer has the choice to re-enlist for another two years.
- Personnel Committee (verbal) - Elizabeth
 - Linda and Sean attended the last meeting and discussed benefit packages.
- Glenn Short Sanctuary Capital Endowment Fund Committee (written) - Sally Taylor.
 - The GSMT committee has been working to get the Commonwealth Door company to put our new doors in place. Once the new doors are in place there will be a new key that will be used for all of the doors.
 - Glenn Short Memorial Trust: There is a video about some improvements that were able to take place due to generosity of a member.
- Music Committee - (verbal) Kelsey
 - Choir is having bi-monthly meetings and there has been more participation in virtual choir.
 - From this meeting forward we will refer to the Lead Minister's report for information from the Music Director and Committee.
- Church Closure Task Force: (verbal) Sean
 - General consensus is that we are doing well with our safety protocols of our congregation, yet the number of people who are coming into the building seems to have increased recently. The stress of having unexpected people in the building without a known reason sits heavy with

the staff, especially since the January 6th violent insurrection at the nation's Capitol Building.

- Main concerns are doors being left open and people not signing in.

III. Electronic Motions (5 minutes)

1. Approval of the December 2nd minutes happened electronically.

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

IV. Old Business (20 minutes)

Ministerial Search: Lorie and Rev. Linda.

Conversation about plans for future ministry: We would need to form a Search Committee in April 2021 if we want a settled minister to start in the Summer 2022.

- If settled ministry is our goal by the summer of 2022, then we need to start thinking about forming a Ministerial Search Committee now.
- We may need a third year of interim ministry, which could be used to strengthen leadership depth in the congregation as well as the financial security of the congregation. Revitalizing the council leadership is important to have more leaders with whom to work.

-If we choose to have a Developmental Minister, it can be for 3-5 years, or even a shorter period of time, which is different than what we initially were told by the Southern Region and the UUA. We initially thought that a Developmental Minister was a longer commitment.

- Interim Ministers usually only sign one year contracts to make sure that the "match" is working, and then re-sign contracts for a second or third year.

A motion was brought forth by Elizabeth Breeden: *Linda was asked to stay as our interim minister for a second year.*

Lorie Craddock seconded the motion.

The Board voted unanimously to formally ask Rev Linda to stay for a second year of interim minister.

- We decided to form a Ministerial Search Committee of some type in one year. We need to decide next year whether we want to look for a Developmental Minister, or if we feel ready for a Settled Minister.
- The COM requests that the board be very transparent with the congregation regarding our decisions regarding our ministerial search.

V. New Business – (15mins)

- Mid-year evaluation of how the interim ministry is going. How is the Congregation progressing, are we moving forward?
- There is an evaluation that has been started by Pam McIntire, and is being reviewed by Lorie; will then be sent out to the Board for review.

VI.Closing Activities (5 min)

1. Process Review –
 - Social time was nice beforehand
 - Report items ended up having a lot of discussion
2. Things to do / communicate
 - Breck will communicate with the Nom Com about reaching out to congregants for interest in leadership positions.
 - Beth will submit a statement for review prior to sending it out to the congregation regarding the request to Linda to consider serving as our Interim Minister for a second year.
3. Closing Words
 - excerpt from Amanda Gorman's poem "The Hill We Climb"

Dates to remember

Future topics -

- Earth Day: Sharon Baiocco: Video will be featured in the Earth Day service. Elizabeth will get in touch with Kay Frazier to reach out to the garden crew about participating in the service.
- Executive session in February to discuss Stewardship details.

REPORTS:

President's Report

January 2021

Happy New Year to All. After our long winter break, we resume our regular Board Meetings this month on Wednesday, January 27 at 6:30PM.

The Board will continue our discussion about the future of the ministry at UUC. At our last meeting, we were in unanimous agreement to ask our Interim Lead Minister, Rev. Dr. Linda Olsen Peebles to continue with us for at least another year. Our other option would be to hire a Developmental Minister (three month search process) with a start date of July 2021.

We are also considering a timeline for calling a new settled lead minister. We could.....

Form a Ministerial Search Committee this spring with the objective of calling a new Lead Minister (15 month process) to start in Fall 2022.

Plan for Rev. Linda to stay two more years, form a MinSearch committee in Spring 2022 with the objective of calling a new Lead Minister (15 month process) with a start date of Fall 2023.

The uncertainty surrounding the pandemic and the reopening of our church leaves most of us on the Board inclined to take things slowly. Although we haven't ruled out forming a Search Committee this spring, we are aware that many churches are holding off calling new ministers during this time of great uncertainty.

The New Name Task Force has been holding many Cottage Conversations and collecting a list of potential names. Their goal is for a March 2021 Congregational Meeting to vote on a new name. There will also be a June 6 Congregational Meeting to pass a 2021-22 budget and elect new Board members.

The 2021 Pledge Drive will begin in March and I'm delighted to report that Dawn Dirks has agreed to lead the effort. Please look for more information coming soon!

In Faith,

Lorie Craddock

President, Board of Trustees

Vice President's Report

January 2021

The New Name Task Force will have held its first round of conversations when you receive this. We framed these small group conversations with the following questions:

Conversation Questions:

1. *What about our faith community brings you joy or is essentially us?*
2. *Should we include "Unitarian Universalist" in our name?*
3. What organizational structure describes us in our name? e.g. church, society, fellowship, congregation, community?
4. *What is the naming element that is important to you? e.g. a value, physical location, geographical feature, inspirational person?*
5. Do you have a suggestion for our name? *These names will be shared with the congregation to vote on their top choices*

Sixty people participated. Plus the phone tree serving our elders interviewed several people and the YRUU class contributed their thoughts. Leia plans to have this conversation as a part of her Chapel Service on January 31st. We will publish the conversation results on the website. We will list all of the suggested names and ask for 5 votes from each person via a survey monkey. The top 5-8 choices will be the subject of a second round of conversations in February, whose goal is to come to some consensus. We hope to have that conversation will result in less than three choices put to a vote in a Congregational Meeting in Mid March.

Yard Work continues on Wednesdays, tearing down invasive ivy from fences and attacking bamboo with a chainsaw. Kay Frazier and Sharon Baiocco will meet after Sharon recovers from hip surgery to plan a continuation of our Sacred Tree mapping and celebrations of Earth Day.

Half way through our fiscal year, here are the totals for our Social Action Collection.

Jul-20	\$2,180.00	Back to School Bash
Aug-20	\$1,220.00	Literacy Volunteers
Sep-20	\$2,726.44	IMPACT
Oct-20	\$2,600.00	Food Pantry
Nov-20	\$2,141.00	Hospital Meal Packet Program
Dec-20	\$3,699.00	Sin Barreras/Without Barriers

Elizabeth Breeden, VP

**Monthly Interim Lead Minister Report
To UUCville Board of Trustees
January, 2021**

January & February Themes – Imagination & Beloved Community – During January, we have invited people to imagine our congregation and our world if we listen to each other, to our neighbors, and imagine what could happen if we worked together on making our dreams come true. In February we will lift up what “Beloved Community” could mean – a very apt theme as we experience the hope of a new national administration and as we prepare for our March canvass. December worships (including our Christmas Eve service) drew healthy attendance and positive reviews. In January our weekly numbers have been the highest month yet.

Interim Tasks

- **History** *Lifting up the facts and mythology of a congregation's life.*
 - The “healing circles” have suggested to the Interim Team that it will be helpful to have a time to name wounds in the church history. We are looking at planning

for a spring UUC'Ville history session, and then a healing/releasing ceremony at the summer solstice.

- **Identity** *Identifying features, vision, self-image, and ideals of a congregation*
 - The new Canvass Team (Dawn Dirks, chair) is considering a way to capture this in the theme for the March Canvass campaign.
 - The important New Name sessions are discerning the congregation identity as people talk about how to name themselves.
- **Leadership** *Supporting leaders and discovering new leaders.*
 - Facilitators training Jan 24 to increase skills in leading groups.
 - A very successful process of conversations leading up to and subsequent to the December Round Tables about stewardship has resulted in a good group of folks ready and willing to guide the Canvass.
 - Communications (thanks to Liberty, Achsah, and Sean) is deepening understanding of how we do this, and bringing in new talent to help guide this forward.
- **Connections** *Strengthening or creating links to other communities – UUA, UU congregations, interfaith neighbors, community partners*
 - Partnering with Cville Clergy Collective, to plan interfaith work going forward.
 - Working with IMPACT to prepare for a major March action.
 - Encouraging everyone to attend a national UUA conference on undoing white supremacy.
 - Inviting partners to fill our pulpit once a month.
- **Health** *Strengthening finances, processes, practices.*
 - The Interim Team and I will begin assessing where people feel there is a need for attention to strengthen (or release) various ministries/processes/practices.
 - Emphasis now on a successful Canvass is my top priority in the coming 10 weeks.

Racial Profiling – update It is hard to believe, but the Board has not met since the Police Chief Press Conference that happened December 10, in which she called for me and you to resign. I wrote the congregation to alert them the conference was going to happen, and after the Press Conference I immediately issued a press release, and also communicated with the congregation. When the Clergy Collective asked how they could be helpful, I suggested that since our member no longer wished to be a part of the story, they could decide how to address racial profiling in C'Ville. I have been silent in the media since the initial interviews I granted, and instead have been involved in numerous very deep conversations with faith partners. The CCC is undecided how it can/will respond. Elizabeth Breeden has responded to a request from a council member for more insight into what our concerns are. Meanwhile, with the disruption of C'Ville government personnel and the rash of gun violence over the New Year, little progress has been made on any front to have conversations in the community about either the Police Chief's behavior or about the chronic issue of racial profiling.

FYI – front burner work in progress: *No Board action needed. I look to members of the Board to ask questions about things not clear or not included.*

Worship – The Joys and Sorrows part of our services is being redesigned.

Music – Scott provided great support to the Christmas Eve service, and prepared two choir pieces in January. He meets with staff weekly, and regularly with choir members, and besides creating music, assists in connecting us with music coming from UU musician colleagues.

Pastoral Care- We featured the Helping Ministry groups in our January 3 service, and I am meeting regularly with PV co-chairs. The new Joys and Sorrows “chat” each Sunday will be given to PV for follow-up.

Membership – A number of new members have signed the book, and we are having our next UU Orientation on Feb. 7. A New Member recognition ceremony will be included in a service in March.

Stewardship & Canvass Included below is an update about our Canvass people and plans. Please note that I am trying to help people understand that “Stewardship” is the overall, Comprehensive ministry of resources. The annual “Canvass” is an important part of Stewardship, but in no way is the only part.

You can view a video about the results of the Glenn Short building improvements at <https://youtu.be/fnAvTP3KE64>

Looking ahead The Interim Team and I had a conversation about the Board’s questions – where is the congregation on this journey from the past and forward to being ready to call a new settled minister. They, like some of you, have indicated that at least one more year of interim work will be important. Please note: if you are ready to form a Search Committee before this June, you could be on track to searching and calling a new minister in April 2022. If you (and others we consult) feel that is coming too soon, you could form Search Team anytime in the 2021-2022 year, to prepare for a candidate and vote to call in Spring 2023. That 3rd year of Interim (2022-2023) would almost certainly involve real developmental work, so you might want to be considering who could best guide you in that 3rd year.

Warmly, Rev. Linda Olson Peebles

1/22/2021

Stewardship Ministry

Small steering/strategy group (Treas/DAF/lay leader or 2) that oversees the whole.

Minister and DAF are a part of and convene all areas below.

- A. **Donor Development** – reps from these areas, to collaborate and coordinate how we identify, care for, communicate with, and involve our members and friends
 - a. Membership Committee
 - b. Pastoral visitors and Carenet
 - c. Small Group Ministry
 - d. Faith Development & Music

- e. Volunteer coordination
- f. Board and/or COM
- B. **Caring for Resources** – reps from these areas, to collaborate and coordinate how we maintain and improve our most valuable resources
 - a. Endowment and Finance
 - b. Buildings and Grounds
 - c. Personnel
 - d. Communications (caring for our reputation, an invaluable resource!)
- C. **Fundraising**
 - a. Rentals
 - b. Special events (i.e., auction, sales, etc)
 - c. Annual Canvass
 - d. communications - Year-round messaging and involvement
 - e. Planned Giving ongoing education and campaign

Winter 2021 Canvass Team and Schedule

Canvass Team

- Dawn Dirks, Canvass Chair
 - Jim Gorham, Data/tech coordinator
 - o Achsah Carrier
 - o Ann Forno
 - Achsah Carrier, Communications Coordinator
 - o Liberty Powers
 - o Jill Payne
 - o Laura Wallace
 - Ann Forno, Celebrations and Thank You Coordinator
 - o Linda Dukes (special event)
 - o Sandy Brooks
 - o Joanna Woodchild
 - Yvonne Chadwick-Mehta , “Askers” Coordinator
 - o Linda Dukes
 - o Bev Thierwechter
 - o Patsy Swindler

o Burnie Davis

2021 Canvass Schedule

January

- identifying key leaders and roles
- Develop graphs, tables, data points
- Decide on theme and messages

February

- begin quiet asks of key givers (thank for past support, get thoughts on theme, invite them to consider “challenge” gifts)
- Finalize lists and scripts – who will call whom in March
- Mid-month training session for all “askers” (Rev. Linda will offer the training)
- Preview Canvass theme with “soft” messaging

March

- March 7 Kick-off Sunday- explicit sermon on theme of Canvass
 - How-to-pledge instructions in services, on-line, in emails
 - Direct calls being made; thank yous sent
 - Weekly meetings to assess how we are doing
 - Give congregation weekly update
 - Weekly “pitches” of “why I give” in pulpit from a variety of members
 - “spirit” event (in place of a canvass dinner)

April

- April 11 – Church service in Celebration of ending of Annual canvass
 - Board uses hard number in budget finalization
 - “clean-up” contacting of regular givers who have not yet pledged
 - April 25 Re-Dedication Event for Green Sanctuary

May Canvass team reflects on learnings, hands off work to newly identified leaders

Report to the Board

January 2021

Rev. Leia Durland-Jones, Minister of Faith Development

Ministry to Children & Families

Primary connection points continue to be:

- 1) Sunday morning Chapel/Faith Development prior to Community Worship
- 2) Soulful Home email on Wednesdays with discussion prompts, chalice lighting words, suggested activities as well as artist of the month information and images.
- 3) Monthly Chalice Home packet with a ritual directly supporting the monthly theme.
- 4) Monthly mailed packets to families with a pastoral letter and chalice lighting materials and readings.

Ministry to Youth

- 1) 7th & 8th grade youth virtually participating in Planned Parenthood “Get Real” sexuality education program wrapped up this month. It was well received and very successful.
- 2) Our Senior High YRUU group meets weekly via Zoom and occasionally in person at a local park. January’s programming includes a box of materials for each week delivered by youth advisors to each youth’s home. YRUU also engaged directly in church name change conversations.

Adult Faith Development

This is currently a major focus of my time as I am working to set up the AFD experiences for the winter/spring semester. The Women’s Dream Quest take place February 26 & 27 virtually and planning is underway. I encourage everyone on the Board to sign up for the UUA’s New Day Rising conference:

<https://www.uua.org/leadership/events/new-day-rising-2021>

Congregational Activities

Our drive-by solstice and lantern celebration was well received with over 60 households participating.

Our post inauguration Zoom reception was a lovely way to connect and celebrate with congregants.

Community Worship

- 1) We continue to invite people to record themselves lighting the chalice as part of worship each week. Here’s the link to sign up for a Sunday you/your family/your household can participate as our chalice lighters!
<https://www.signupgenius.com/go/10c0f44aba823a3f94-lighting>
- 2) I meet weekly with the Worship Team to help coordinate our Community Worship services. I look forward to preaching on January 24. Linda and I will co-lead a multigenerational service

on February 14—and it will be PJs and Pancakes so you can wear your jammies to Zoom church!

Pastoral Care

I have met via phone, Zoom and in person with congregants for pastoral care.

Building Use Task Force

We evaluate requests for building and grounds usage on a case-by-case basis at this time. The building continues to be closed due to COVID.

DAF Report to the Board for Dec 2020 and Jan 2021

DAF Position

- DAF Hours for NOV: 172 of 160 hours worked
- DAF Hours for DEC: 210 of 200 hours worked
- Approximately 60 hours of meetings attended total

Finance

Statement of Activity	DEC 2020 YTD	DEC 2019 YTD
Total Revenue	\$273,092.01	\$311,069.55
Total Expenditures	\$212,973.75	\$278,414.68
Net Operating Revenue	\$60,118.26	\$32,654.87

- PPP update – We have applied for the new Covid-19 assistance loan. We hopefully will get about \$53,000
- I have started an audit of books with the QuickBooks online accountant team. We should have some feedback by the middle of February.
- Along with my normal reports, I will be adding the monthly YTD for the UUCEF.
- Created an Amazon Prime Business Account to use our tax exempt status.

Administration:

- Wayne Arneson is the new Church Historian. Sandy Brooks will be assisting.
- Service Attendance
- Breeze forms for Pledge drive up and running
- I created multiple spreadsheets for stewardship
- Now meeting with Communications weekly

Facilities

New Security System

To ensure the safety of the staff and security of the building, I am installing a Cove Security System and monitoring package within the next few weeks. This will be a third party monitored system which will be connected to the local PD. They will also keep me informed of unauthorized building

access through notifications. We will have contact alarms on all the doors. This will not change the locks but will include an alarm panel which must be activated and deactivated with a code or a key fob. Access to the building will be limited to the social hall door while there is no in-person service. That is where the access panel will be located. There will be cameras mounted at the Social hall entrance, the Edgewood Lane entrance, and at least one more, location TBD. All other doors are considered non-entry doors/emergency exit only and will need permission from staff to override for special occasions. These doors will also alarm if not overridden by staff.

I will give an access fob and code to each staff member. I will give a code to anyone else who needs access (GSTC, depositors, gardens and grounds, food pantry). I am the primary contact for the alarm company. Caroline is the secondary.

Building Use Covid-19 Task Force / Current Rentals

- No new rentals, Building use is looking into new CDC safety guidelines

Repair Document Link:

<https://docs.google.com/document/d/1OLkvJvRcT-esb9nMaP78AlPyTCcsWvocCZlorFnX0tc/edit?usp=sharing>

Buildings Repairs

- None this month

Grounds Repairs

- None this month

IT

- Leia's and Caroline's computers were not connecting to Zoom, and running slowly. I reset them both to factory settings and reloaded all software. Edited power and performance settings, edited startup execution, and ran registry cleaners and antivirus software.

Human Resources

- New Social Media coordinator Ellie Ransom. She is contracted per week to manage the Facebook page, Instagram Page, and YouTube Page.

Safety

- All fire extinguishers have been audited

Wins:

- Quickbooks Audit up and running

Opportunities:

- Finish filing in office

Submitted by Marcia Brecker
Submitted January 27, 2021

- TOTAL MEMBERSHIP as of December 2, 2020: 359 members.
- TOTAL MEMBERSHIP as of January 27, 2021: 360 members

Add:

Fritz Hudson 1/23/21

Neil Marrin 1/23/21

Drop:

Jane Davis resigned on 12/11/20

To: TJMC Board of Trustees From: Sally Taylor, Chair GST Committee
January, 2021 Report from the Glenn Short Trust Committee

The committee met and decided that Sally Taylor will remain the Chair of the committee and communications with staff will continue to be routed through her except for routine scheduling with Sean of contractors which Dick is organizing.

Seminole Carpet will install carpeting in the balcony and 2 landing areas to reduce the noise problems in that area on January 20.

Kim Gover and her son Ivan will be installing the insulation above the classrooms on Sunday, January 22.

We are waiting for an invoice from United Painting for painting the pew ends et al. so that we can pay them \$900 for their work.

We have added an electric heater in the History Room since the room is not connected to the heating systems in the lower hall or office area.

Whitley has identified and repaired the damaged tiles on the slate roof and repaired the source of the leak on the landing to the upstairs classrooms.

Commonwealth still has not installed the four doors. We have been contacting them about scheduling their installation without much success. We will continue this effort. We cannot install new locks until the doors are installed.

We investigated moving the handicap ramp at the Edgewood Lane door as recommended by Alex. The columns (made of brick) on the Edgewood Lane portico are not wide enough to meet the ADA requirements. We cannot widen the entrance between the columns. Since the present ramp and entrance is grandfathered in, we cannot change the ramp entrance. The ramp needs cleaning and repairs but will remain where it is.

The foyer and Edgewood Lane hallway are not currently connected to any of the church's heating systems. We will be contacting Beck Cohen about the possibilities adding a conduit from one of the systems to the area.

The Glenn Short Trust Fund has \$41,332 in its account. After paying outstanding bills we will have \$26,114 to use for the projects under consideration (ramp renewal, heating the foyer/Edgewood Lane hall).

Respectfully submitted, Sally Taylor