

**Unitarian Universalists of Charlottesville**  
**BOARD OF TRUSTEES MEETING**  
**Minutes**  
**March 24, 2021**  
**6:30-8:50 PM Meeting**

**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 (President), Elizabeth Breeden (VP), Stan Walker (Treasurer), Beth Jaeger-Landis (Secretary), Kelsey Cowger, Liberty Powers, Jim Gorham, Breck Gastinger, Pam McIntire, Rev Linda Olson Peebles, Rev Leia Durland-Jones, Sean Skally.

**Absent** –

**Guests** –Bev Ryan, David Shutt, Jude Bias, Kay Frazier, Dawn Dirks

**I. Opening - Opening/Closing Words (Liberty), Reporter (Breck), Timekeeper(Kelsey), Process Observer (Jim)**

Opening Words -

Community Time / Public Comment - No public comment was made by the guests in attendance.

1. Acceptance of Agenda

**MOTION:** Lorie made the motion to Accept the agenda

Motion was seconded by Beth

\*\*\*The Board unanimously accepted the agenda with changes.

2. Written Correspondence (emails regarding making pledging a requirement of our members from Christine Gresser and Achsah Carrier at end of packet)

**II. Reports (40 min)** - written reports can be found at the end of the minutes.

1. President's Report (written) - Lorie Craddock
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2. Vice President's Report (written) - Elizabeth Breeden
- .
3. Treasurer's Report (written) - Stan Walker
4. Lead Minister's Report - (written)- Rev. Linda Olson Peebles

5. Assistant Minister's Report (N/A) – Alex McGee is on sabbatical

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

The Building Use Task Force is increasing its activity and meeting weekly. They will be updating the congregation weekly. Please let all members and friends know that the building is still closed. There is some confusing bits of information out there but we are still continuing with great caution. There is a lot of interest in coming back to church in person.

Look at the UUA Website about this topic and the UU Values about inclusion. Meeting on the grounds will also have guidelines on how big the gathering can be.

7. **Director of Administration and Finance Report** (written) - Sean Skally

Building Use Task Force: We are hearing of more countries in Europe shutting down again due to a 3rd Wave of COVID. There is a lot of interest in people renting the space.

Security System is in place and we will be announcing that we will be activating the alarm system on April 2nd. Anytime the door is opened and the system is activated it will send Sean a notification. Starting April 16th the perimeter alarm will be activated. The cameras will be available through an app.

8. **Membership Report** (written) - Marcia Brecker

Membership stands at 365

9. **Board Liaison Reports**

- **Nom Committee:** (verbal) Breck Gastinger
- Candidates for the Board are in place. The Nominating Committee has openings within its own committee to fill.
- Personnel Committee (part of VP report) - Elizabeth
- Volunteer Coordinator (written)- Kay Frazier
- Glenn Short Sanctuary Capital Endowment Fund Committee (written) - Sally Taylor.

**III. Electronic Motions :** Last month's Board Minutes were approved via email

**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)**

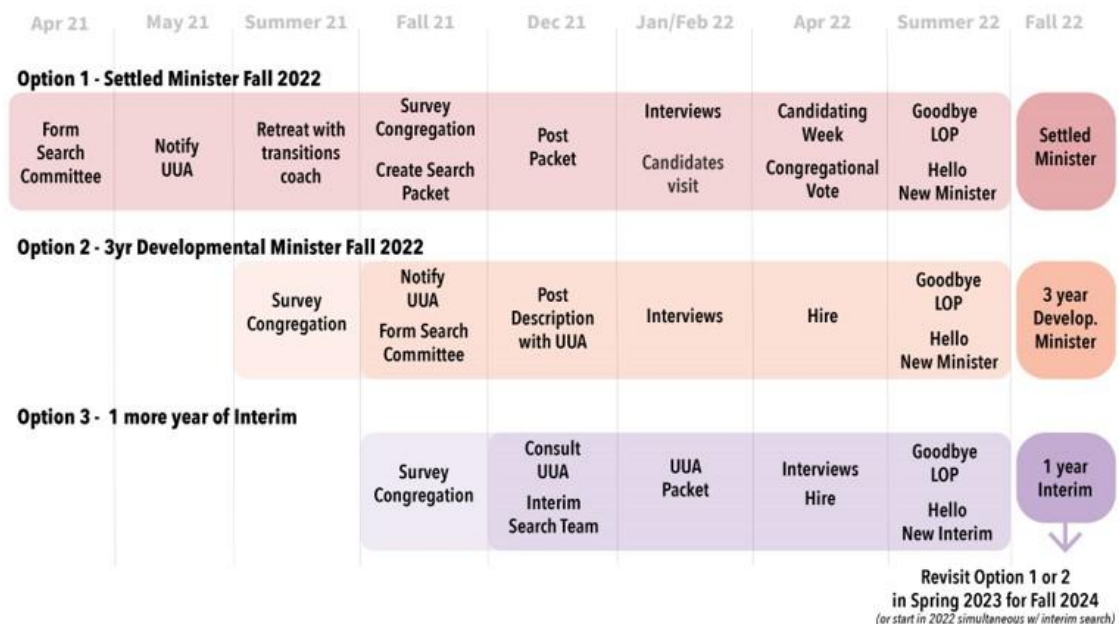
1. **Pledge drive update:** Jim

- Pledge drive ends March 31st, then "clean up" is the first week of April.
- 155 households have pledged and 24 of those are new pledges!!
- We have \$410,200 pledged so far which exceeds what we made in total last year. We are ahead of the last ten years! 2011 there was \$411,000

- There is a total of \$20,750 matching funds
- We have seen a median increase in pledges of 16-17%. Some have increased by 100-300% or more.
- Those that re-pledged have increased on average by 16-17%
- The estimation of what is left in remaining potential pledges: \$46,000
- April 11th is the final pledge drive celebration
- May 2021: the pledge committee will have an intentional debriefing and will nominate an upcoming pledge drive committee for 2022.

2. **Ministerial Search:** Lorie and Rev. Linda.

- Creating a Search Committee for a Settled Minister: we would need to start now in order to have a Settled Minister by Summer of 2022.
- Timeline was reviewed with the three potential options: Settled, Developmental or 3rd year of Interim Ministry.



-It was agreed to hold a special Board meeting between now and the next official meeting to discuss the strategy and decision about whether to pursue a developmental or settled minister.

## V. New Business – (30 mins)

1. **Pledging as a requirement for membership.** Rev Linda and Lorie (20 minutes)

- \*\* (Please read emails with the Chairs of the Membership Committee at the end of the packet)
- Lorie investigated several other UU congregations and found that most of the churches she investigated make pledging a requirement of membership.
- When making pledging a requirement of membership was brought to the congregation in a past Congregational Meeting, it did not pass the majority vote.

- Our bylaws state: “Member. Any person who supports the purposes of the Church and recognizes and understands the need of the Church for support through financial contributions and active participation shall become a member...”
  - Annual pledge as a requirement is a statement of relationship with the church, most important is the pledging NOT the amount of money.
  - The Board and Staff make the decisions of the values of where the money should be directed.
  - The Board always has the final say over the budget, but the finance committee has always tried to present a balanced budget.
  - Stewardship does not really exist at this point except for the Pledge Drive Committee.
  - We need to focus on donor development and probably need to wait 2-3 years before we make pledging a requirement so we can get a Stewardship committee running.
  - We may need to think of our membership as a lot smaller than the number we consider as our membership if there are 75-100 members who are not pledging and are not responding to the pledge askers.
2. In the **Jefferson Foyer there is brass lettering** with quotes of Jefferson; that area will need to be repainted at some point and the letters will need to come down for the walls to be properly painted. The congregation may feel strongly about taking the lettering down. It may be very expensive to re-install the lettering and if we need to use a careful process when deciding whether or not to remove or re-install the lettering due to its significance to our church’s history. The quotes are about religious freedom and the congregation may want these quotes to remain.
- The aesthetics committee will research the costs to re-install the letters after painting and the placement of the quotes on the walls and the board will revisit this topic in the May meeting

**VI. Executive session: stewardship.** We went into Executive session at 8:38 PM to discuss stewardship. We stopped recording and our guests left the meeting. At 8:56 we went back to our meeting and restarted the recording.

## **VI. Closing Activities (5 min)**

1. Process Review (Jim)– we had to correct the Zoom links to the meeting so that interested members could attend by finding the link on the website; we had a discussion that was not specifically on the agenda about the Church Building closure. We were all engaged in the conversation about pledging and what it means to pledge, good discussion about the ministerial search. We were informed through the chat about going over time, but we did not have a process to decide whether we were in agreement with going over time.

## **2. Things to do / communicate**

\*\* Aesthetics committee will research what the cost would be to take down the lettering and replace it on the walls of the Jefferson Foyer.

3. Closing Words: Liberty

**Dates to remember**

- Executive Board Meeting: April 15, 6:30 pm
- April's Board Meeting: Wednesday, April 28, 6:30 pm
- June 6, 2021 is Congregational Meeting

**Future topics -**

- Before April's board meeting: Work session for a future ministry option discussion. (between April 12-28th).
- April 28th: Discuss June 6th Congregational Mtg.
- May: Discuss taking down brass lettering in the Jefferson Foyer, cost, process, and discussion with congregation.
- June: Old Board and New Board meeting to look at governance, policies and procedures.

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**REPORTS:**

**President's Report: March 24, 2021**

Spring is finally here and there are more activities than ever at UUC! The Pledge Drive is in full swing and early reports are encouraging; the Garden and Grounds Committee has our campus looking lovely; the New Name Task Force will be announcing the results of their survey and hold town hall meetings on April 18 and 20; our first ever Easter Parade and Drive-By Celebration is scheduled for Sunday April 4 from 12:15-1:30PM; the Spring Online Auction is scheduled for May 3-9; there is renewed interest in revitalizing the Environmental Action Group and the Green Sanctuary movement. We are finding new ways to worship and be together in spite of the continued building closure.

This month the Board will begin conversations on two very important topics. The first is the creation of a Search Committee for a new settled minister. When the time comes to form a Search Committee, the Board will ask the congregation to nominate five members of the church who they trust with this role and then the Nominating Committee will come up with the slate. No decision has been made when the Search Committee will be formed but the search process typically takes 18 months. The Board has not yet decided if we want to call a settled minister or hire a developmental minister. A developmental minister can be hired by filling out an application and submitting it to the UUA. This process typically takes 4-5 months.

The second topic the Board will consider is whether or not to make pledging a requirement of membership at UUC. Our bylaws have this to say about membership and pledging:

*ARTICLE II -*

*Membership II.1 - Member.*

*Any person who supports the purposes of the Church and recognizes and understands the need of the Church for support through financial contributions and active participation shall become a member upon signing the Membership Book in the presence of a Minister, the Director of Faith Development, an officer of the Church, or the Chair or Assistant Chair of the Membership Committee.*

While we currently have 365 members, nearly 100 people don't make any annual financial pledge. This situation not only puts a burden on the rest of the congregation but it makes it very hard for the Finance Committee and the Board to plan the budget from year to year. It also costs UUCville to have a member on its rolls (subscription to UU World, our UUA dues, etc.) whether that member pledges or not. (it is 6.5% of our budget)

Required pledging is actually quite common among UU churches. Language varies from congregation to congregation but typically there is a certain pledge threshold with exceptions being made by the minister(s) for members with unusual circumstances. There is also often a Pledge Pool, which is funded by donors who can afford to give beyond their own pledge dollars, that covers members who are unable to pledge.

Required pledging was brought to a vote at UUA several years ago and it failed. The Board is considering it again after struggling with budget shortfalls for the past several years and having to repeatedly cut staff salaries and professional expenses. We have only paid a tiny percentage of our UUA dues for years. At this time we have no cash reserves and for the past two years relied on loans to fund our church. We need to figure out how to adequately support our church community and required pledging may be one of the options.

In Faith,

Lorie Craddock

President, Board of Trustees

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**Vice President's Report**

**March 24, 2021**

## **Personnel**

We continued to discuss equitable benefits for all staff and the UUA recommendations for health insurance reimbursement for staff who have insurance through another provider. We will review a new contract for Rev. Linda and Letters of Agreement for all staff for next year when the budget process is completed. We wondered if the Personnel Committee is getting new member nominations from the Nominating Committee for next year.

## **New Name Task Force**

We will publish the results of the Survey after the Pledge Drive is over: April 2-16<sup>th</sup>. On April 18<sup>th</sup> we will be part of the service and hold a “town hall” meeting after it, using breakout rooms for about 8 groups to discuss coming to consensus about the top 6 names. There will be a second town hall meeting on April 20<sup>th</sup> at 7PM. We will talk to Leia about presenting the survey and conversation during one of the Chapel Services. . I have attached the survey results for the Board to see. We hope that this results in a consensus of one name to be voted on at the Congregational Meeting on June 6.

[Click here for Survey Results](#)

Elizabeth Breeden

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## **Treasurer’s Report March 24,2021**

### **Stan Walker**

This could be a virtual repeat of last month's report. Expenses are lower than expected, the PPP loan is still not officially forgiven, and we are overall in good shape this year. The budget process for FY 2021-22 is proceeding, and Finance Committee is now awaiting the final result from the Pledge Drive before making any recommendations for next year. More detail on the finances can be found in Sean's excellent DAF report.

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

**March & April Themes – Commitment & Becoming** – With our focus on the Pledge Drive “Be the Light”, we have been speaking of how people can commit to supporting the church, to growing, to putting faith into action, and to relationship and membership. April will be our month to consider what kind of “becoming” lies in store for us, as we celebrate what we have promised to the church, what name we are considering, and how we will move forward on being anti-racists and environmentalists.

### **Interim Tasks**

- **History** *Lifting up the facts and mythology of a congregation’s life.*

- o Our work on the pledge drive has brought forth memories and insights into past attitudes toward giving and expectations of members.
- o By asking “alums” of UUCville Lenore Dukes and Pam Philips to speak to us n the Pledge drive, we remind people of the legacy of this congregation’s ministry helping to form people’s pathways into religious leadership.
- **Identity** *Identifying features, vision, self-image, and ideals of a congregation*
  - o The Pledge Drive team are addressing the identity of this congregation by encouraging generosity.
  - o The Pledge Drive theme “Be the Light” will reflect to the congregation that while it has been through some difficult times, the new day is dawning, and they can help with that!
  - o The New Name survey is giving many people a chance to reflect on what is core to them about the congregation’s identity.
- **Leadership** *Supporting leaders and discovering new leaders.*
  - o The Pledge Drive teams are bringing forth great leadership and models of collaborative on-boarding of new leaders.
  - o Good conversations with people interested in anti-racist ministry, “green” ministry, Soul Matters facilitation, reviving ministry with men, theological deepening covenant groups, outreach to UVA community, and more.
  - o Working with the NomCom, speaking with folks feeling disconnected, and with others about ways to be welcoming to developing new leaders – I sense there is an abundance of talent waiting and eager to become engaged.
- **Connections** *Strengthening or creating links to other communities – UUA, UU congregations, interfaith neighbors, community partners*
  - o March 21 IMPACT candlelighting public action connects the power of our “Be the Light” campaign with the interfaith coalition work.
  - o I was on an interfaith panel at the Governor’s Summit on Equitable Collaboration Feb. 25; and was the keynoter at an IMPACT Action March 2.
  - o Eight UUCvilleers attended the national UUA conference on undoing white supremacy Feb 27, and are in conversation about bringing this back to our congregation.
- **Health** *Strengthening finances, processes, practices.*
  - o A successful Pledge Drive! We are on track to be able to present the Board with a draft budget in April.
  - o Early conversations with COM about working on the status of the Congregation’s knowledge of and connection to Covenant.
  - o With the help of the Interim Team and the Board, the strategies for working on areas of the organizational needs will begin as the Pledge Drive winds down.

**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** – Worship Weavers are working smoothly, and the Tech Team is growing. Our multi-generational services have been well-received. Plans are well underway for worships between now and the end of June.

**Music** – Scott continues to produce original recordings for services, including arranging and producing the monthly choir anthem and an Easter anthem. 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**- The volunteer and ministerial involvement in this area has continued offering a network of support to many members.

**Membership** – The Membership Committee is working well on connecting with a supporting new folks. New Member recognition ceremony will be included in the March 28 service.

**Stewardship & Pledge Drive** – Stewardship conversations are happening, but on the margins, as the focus remains on the Pledge Drive. The hard work of our coordinating team on messaging, connecting, thanking, and supporting has kept energies high. We are doing well. As of this writing, we are close to \$400,000 (pledges plus the matching grant) and still have a potential \$60,000 to receive, based on last year pledges not yet repeated.

Dates – March 28, last Pledge Sunday      March 29, last Pledge e-blast

- April 1 – 10 – clean-up calls
- April 11 – Celebration Sunday!
- Apr/May TBA – Pledge Drive de-brief session; forming 2022-2023 Pledge Drive Team

**Public Ministry** – Our recent efforts to include more of our activities on our public Facebook page are getting favorable comments already.

- Our participation in the IMPACT public action (lighting candles March 21 for Affordable Housing) will get press attention.
- I will be on an interfaith panel speaking on Faith and Climate Action on April 22 at a public Zoom event sponsored by the Virginia League of Conservation Voters.

**Looking ahead** I plan to begin day trips to Cville as the weather warms for in-person outdoor visits. And we are following closely the recommendation of our own building-use team, the CDC, the UUA, and the state to determine how and when we will begin to have more in-person events. Stay-tuned!

*Rev. Linda Olson Peebles*

*3/19/2021*

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## **Report to the Board      March 2021**

Rev. Leia Durland-Jones, Minister of Faith Development

### **Ministry to Children & Families**

Primary connection points continue to be:

- 1) Sunday Chapel/Faith Development for all ages prior to Community Worship. Attendance in Chapel/Faith Development went up in February.
- 2) Content creator and curator for Soulful Home email on Wednesdays with discussion prompts, chalice lighting words, suggested activities as well as artist of the month information and images. Our communication team tells me that our Soulful Home email has a high number of readers, “clicks” and engagement.
- 3) Monthly Chalice Home packet with at home worship for all ages supporting the monthly theme. It is hard for me to assess how many households are using this packet.

- 4) Monthly mailed packets to families with a pastoral letter and chalice lighting materials and readings, suggested activities connected to monthly ministry themes

I am continuing to monitor how things are improving with the pandemic and am in conversation with colleagues about possible summer programming for children, youth and families.

### **Ministry to Youth**

Our Senior High YRUU group continues to meet weekly via Zoom and occasionally in person at a local park. I meet monthly with youth advisors to set vision, schedule and program plans for the coming weeks. Earlier this month the group enjoyed having lunch delivered to them as a way to help the youth feel cared for by the congregation. They met on Sunday March 14 in person at Washington Park for Pi Day Olympics with all different types of pie as the reward. I am grateful to our awesome advising team of Jen Smith, Karen Prairie, Kim Grover, Pam McIntire, Greg Townsend and Larry Moulis.

### **Adult Faith Development**

Our winter/spring AFD classes have been quite successful. The Dream Quest went incredibly well and served registrants from New Hampshire to Florida. The UUA's Common Read, *Breathe*, which I am leading right now is creating a lovely space for deep work and reflection. We will close out this semester and then start again with programming in the fall. I anticipate that much of our AFD programming will continue to be via Zoom even when we are able to gather in person due to the accessibility meeting via Zoom provides.

Soul Collage: 8 registrants  
Understanding our Unjust Criminal Legal System: 14 registrants (to date)  
Poetry and Lectio Divina: 5 registrants  
UUA Common Read: 12 registrants  
Understanding Grief: 7 registrants  
Talking Theology: 24 registrants  
Women's Dream Quest: 48 registrants

### **Stewardship**

I have been working with Caroline Heins and Yvonne Chadwick-Mehta to make sure our database information is as accurate as possible, particularly as we discover inaccuracies and gaps during the pledge drive. I have also been assisting Dawn Dirks, behind the scenes, with creating the lists for "askers." I am so inspired by everyone working on this pledge drive and the lovely energy and enthusiasm everyone has brought to this work. Thank you!

### **Community Worship**

- 1) Have you made a video of yourself lighting the chalice? Please do!  
<https://www.signupgenius.com/go/10c0f44aba823a3f94-lighting>
- 2) I meet weekly with the Worship Team to help coordinate our Community Worship services. Linda and I have looked ahead to the spring and summer and are setting the worship calendar together. Linda led Chapel/Faith Development on February 28 as I worked with our guest

preacher, Judith Tripp, that morning. I was the preacher on March 14 as we explored our commitment to lifelong learning and faith development. My heart almost burst with joy at the videos made for that service by youth from or in our congregation (Lenore Bajare-Dukes, Liam Little, and Darius Mehta.)

### 3) **Pastoral Care**

I continue to meet via phone, Zoom and in person with congregants for pastoral care and also help coordinate different “behind the scenes” pastoral needs. I was the point of contact for Mary Rose Curtis’ family during her final days and am continuing to follow up with her family.

Since we will not be able to have our Elder’s Dinner for a second year in a row, I am organizing a small group to take on the fun work of making sure the milestones of the elders in our congregation are celebrated. If you know anyone who might like to be part of this team, please let me know.

### **Building Use Task Force**

The Building Use Task Force is setting a time to meet soon to ensure that we have the most up to date information and can be responsive to the Board with recommendations regarding building usage and reopening when appropriate. We aim to have clear benchmarks for reopening that will help us make good decisions while living our values. We are seeking guidance and clarity from the CDC, UUA and BRHD. We evaluate requests for building and grounds usage on a case-by-case basis in keeping with safety protocols. **The building continues to be closed due to COVID.**

### **Upcoming UUCville Events**

In addition to weekly worship, faith development, membership chats, social and justice action and more—please mark your calendar for our first ever Easter Parade and Drive-By Celebration! Sunday April 4, 12:15-1:30PM

Make and wear an Easter Bonnet if you like! Come wish Happy Birthday to our own Edith Good (who turns 92) as she helps hand out Easter baskets to all parade participants. Non-perishable foods will be collected for the Visions of Liberation Free Store.

### **Professional Development**

I attended (virtually) the Governor’s Summit on Equitable Collaboration—a two-day conference in which Frank Dukes and Rev. Linda both had leadership roles. It was inspirational.

I am registered (virtually) for the annual Revolutionary Love conference sponsored by Middle Colligate Church in NYC which will happen in April and just registered for the UUA’s (virtual) General Assembly in June. I would love to have you join me at Rev Love or GA. Both of these conferences are always time well spent.

I also participate in our monthly cluster meetings of UU religious professionals.

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**DAF Report: March 24, 2021**

**Sean Skally**

Click here:

## **Membership Report for March 2021**

**Submitted by Marcia Brecker**

**Submitted March 19, 2021**

- TOTAL MEMBERSHIP as of February 19, 2021: 362 members

- TOTAL MEMBERSHIP as of March 19, 2021: 365 members

Add:

- Bob and Renee Brett rejoined
- Robyn Fogler rejoined 3/15
- Susan Salko joined 3/17

Drops: None

- Sarah Smith resigned 3/7

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## **Board Report**

March 2021

Volunteer Coordination

### Yard Sale/ UUsed Bazaar

The UUsed Bazaar is underway. The team is collecting and sorting donations with an online auction scheduled for May 3<sup>rd</sup> – May 9<sup>th</sup>. The yard sale team ran two successful online sales over the summer, netting over \$4800. The goal for this upcoming auction is an additional \$2,000. The team also sells on eBay, Craigslist and explores other selling marketplaces. This has been a great learning experience and the discussions are ongoing on how to increase fundraising capacity throughout the year by reselling donated items.

Team members: Bev Ryan, Kay Frazier (co-chairs), Judy Bias, Sandy Brooks, Elizabeth Breeden, Gloria Morgan, Jean Newland, Janice Walker

### Gardens and Grounds Committee

The Grounds Committee changed its name to the Gardens and Grounds. The Committee has been busy this winter with organizing the group and developing work priorities and work parties. The team works every Wednesday, 1:00 pm- 3:00 pm and has focused on general cleanup of the landscape and removing invasive species from the grounds.

Future work priorities and projects underway include:

- Painting the pergolas
- Launching an Adopt a Spot program (modeled from the Adopt a Plot program)

- Completing the one-time project list
- Improving the web presence and outreach to the congregation
- Developing the budget request for FY 21-22

Importantly there is now a strengthened Gardens and Grounds Committee with an accompaniment of dedicated volunteers. Leadership and sustaining the group will be important work for the future.

Gardens and Grounds Committee: Walter Hoffman (chair) Kay Frazier (vice chair until May 2021), Ruth Douglas, Sallie Kate Park, Sandy Brooks, Bobbie Williams

#### Environmental Action Group/Green Sanctuary

There is renewed interest in revitalizing the Environmental Action Group and the Green Sanctuary movement. Planning is underway to celebrate and bring awareness to environmental stewardship efforts. Planning includes conducting onsite Sacred Tree tours on either April 24<sup>th</sup> or 25<sup>th</sup>, limiting participation to eight people per tour. Also underway are discussions to expand the vegetable gardening area as demonstration gardens to address food insecurity and gardening to combat climate change. The web presence for the Environmental Action Group is also under redesign and expansion.

Leaders: Jean Umiker-Sebeok, Sharon Baiocco

#### Future of Volunteer Coordination

As the congregation moves into the next fiscal year thought needs to be given to transitioning leadership of volunteer coordination and how these efforts fit with the overall structure and priorities of our church. The awareness of the need for volunteer coordination has certainly been lifted over the past year and a half. As committee/group leadership changes it is important to assess where the task of volunteer coordination resides. There is strong overlap with the Membership Committee and Communications Committee, but the work also relates to ground up organizing by congregants and knowing where structures need strengthening. The Volunteer Coordinator may step into a leadership role of a group/committee for a short duration but building a culture of sustained leadership is important. As leadership transitions for volunteer coordination more clearly defining roles, responsibilities and work relationships will lead to success in the next evolution.

Submitted by Kay Frazier

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#### **March, 2021 Report from the Glenn Short Trust Committee**

To: TJMC Board of Trustees      From: Sally Taylor, Chair GST Committee

We still 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.

Commonwealth has not installed the four doors. Sean has sent them a letter and an email asking for scheduling information. We hope that the job will be done soon.

Audio Visual Services completed the installation of the wiring to connect our AV system to the office ethernet at the cost of \$699.

Advantage Home Contracting has rebuilt the handicap ramp at the Edgewood Lane door using weather resistant materials which should last longer than the original materials.

As reported last month the foyer and Edgewood Lane hallway are not currently connected to any of the church's heating systems. We contacted Beck Cohen about the possible solutions but their proposal was beyond our budget.

Installing new locks on the outside doors cannot be done until the new doors are installed.

There is no information about the recommendations and the cost of installing lighting for the pulpit area for better broadcasting of services when we are back in the building.

Total amount remaining in the GST account after paying outstanding bills: \$ 25,230.26

This month's checks included:

Advantage Home Improvement-for the handicap ramp \$5,229.66 (plus \$300 down payment reported last month)

Audio Visual Services For the installation of the ethernet wiring \$699

United Painting Plus for painting pew ends \$900

(Installing new locks will cost approximately \$1000)

Respectfully submitted, Sally Taylor

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Written Correspondence: (the following three emails go together regarding pledging as a requirement of membership)

On Mar 12, 2021, at 9:17 AM, **Lorie Craddock** <lorie.craddock@gmail.com> wrote:

Good Morning Friends

I want to give you both the heads up that the Board will be discussing **pledging as a requirement for membership at UUC** at our next meeting. This is the Board's first chance to talk about this important topic and although we aren't able to hear public comments at this time, if you would like to sit in on the conversation or submit any written comments, we would welcome your thoughts.

The next Board meeting will be 3/24 at 6:30PM and this particular agenda item will come up in the second half of the meeting so maybe 7:45-8PM or so.

Thanks for all you are doing and have a safe and happy weekend!

Lorie

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On Fri, Mar 12, 2021 at 9:52 AM **Achsah Carrier** <achsah.carrier@gmail.com> wrote:

My thoughts:

I think this could be a good idea.

But it is a little tricky because we went through the whole cottage conversation process before and voted against requiring a financial contribution. I know that's not the same as a pledge. But I think lots of old-timers would feel disrespected if this came out as a directive from the Board. The vote against a financial contribution was overwhelming as I remember it.

Additionally we would probably need to change our bylaws since they do not say anything about removing people who don't pledge. That's a big process. But having the conversation might well be worth it.

## ARTICLE II - Membership

II.1 - Member. Any person who supports the purposes of the Church and recognizes and understands the need of the Church for support through financial contributions and active participation shall become a member upon signing the Membership Book in the presence of a Minister, the Director of Faith Development, an officer of the Church, or the Chair or Assistant Chair of the Membership Committee.

II.2 - Voting. Any member may vote if present at any meeting of the congregation held at least thirty (30) days after he/she has signed the Membership Book.

II.3 - Withdrawal and Reinstatement. A member may withdraw from active membership by submitting a written request to the Church. A member who has withdrawn may be reinstated by making a written request to the Church.

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**From:** Christine Gresser <cegresser@gmail.com>

**Sent:** Friday, March 12, 2021 10:16:27 AM

**To:** Achsah Carrier <achsah.carrier@gmail.com>

**Cc:** Lorie Craddock <lorie.craddock@gmail.com>; Linda Olson Peebles <Linda@uucharlottesville.org>; Elizabeth Breeden <brs@cstone.net>

**Subject:** Re: next Board meeting

Yes, I remember this too. I agree with Achsah that it would not be productive at all if this came out as a directive from the Board. And, I think it will be important to pull that last vote in as a piece of our story. For instance, "The last time we discussed this idea together as a congregation, in [whatever the

years was], we voted overwhelmingly not to require a financial contribution from members. We felt confident at that time that we could build a robust and healthy financial situation at our congregation without having an kind of pledge requirement or financial contribution requirement. Now, \_\_\_\_ years later, it's time to discuss the issue of our financial health again and see what we have observed about our church's giving culture in the last X years. Let's look at some patterns: ..."

We can't ignore that we voted against this, in fact, I think it's very important to acknowledge it! And now, the time has come for us to look at the financial problems of our church again for us to consider all options again of how to change this culture to a healthy one, including but not limited to a requirement to make a pledge.

I would even go so far as to say that we could require a minimum pledge of at least covering what it costs UUCville to have a member on its rolls (subscription to UU World, our UUA dues, etc.) but to make it abundantly clear that anyone who can't afford that \$500 pledge (or whatever the amount is nowadays) should make the portion of that amount that they can make, and that the rest will be joyfully covered by our Share the Commitment Fund, a pledge pool which is funded by donors who can afford to give beyond their own pledge dollars, to make sure that UU World and UUA dues are covered for EVERY member, irrespective of their ability to pledge.

This pledge pool "Share the Commitment" fund (or Membership Bounty Fund, or Congregational Pledge Pool Fund, or whatever we want to call it...) would be something we are proud of, that we are joyful about, and that we describe with joy to each newer congregant who is on a path to membership. We encourage them to request money from this fund, or we ask them to contribute to this fund, whichever fits their situation.

We need to get to a place where when I talk happily and encouragingly to our new almost-members about pledging, as I do, that the comfort and joy that I exude when I'm asking our newcomers and new members to pledge, is mirrored by the comfort and joy that the whole congregation gives off when we are talking about money, throughout our new folks' relationship with our congregation.

We can do this. We can get there.

Warmly,  
Christine

