

Unitarian Universalist Congregation of Charlottesville
BOARD OF TRUSTEES MEETING Minutes
January 26, 2022, 6:30 pm- 9:15 pm

Major focus for Board in 2021-22:

Mission: Healthy and thriving congregation that does justice work in the world.

Vision: To become a welcoming, inclusive congregation.

1. Foster a healthy, inclusive culture
2. Build a growing, thriving congregation
3. Listen and learn from all the voices of our congregation
4. Nurture a culture of giving
5. Learn about effective governance

In attendance – Pam McIntire (President), Elizabeth Breeden (Vice President), Kay Frazier (Treasurer), Beth Jaeger-Landis (Secretary), At Large Members: Breck Gastinger, Kelsey Cowger, Jim Gorham, Hayley Owens, Steve Brecker, Staff members: Rev Linda Olson-Peebles, Rev Leia Durland-Jones, Sean Skaly

Absent –

Guests – Elaine Chapman, Bev Ryan

I. Opening - (5 mins)

- Opening and Closing Words: Hayley
- Reporter: Elizabeth
- Time Keeper: Steve
- Process Observer: Jim

Reporter: (Elizabeth)

1. Opening Words -
2. Community Time / Public Comment - Linda shared that MJ Lightbody's husband died suddenly last night and she reached out to the ministers last night. She does not want to receive calls at this time.
3. Acceptance of Agenda

MOTION: Steve made the motion to Accept the agenda

Motion was seconded by Breck

The Board unanimously approved the agenda with changes.

4. Written Correspondence (none submitted this month)

II Discussion with Nominating Committee chair: (10 minutes) Breck and Elaine Chapman

- Intent is to help think of church members/emerging leaders who we should talk to about joining the board. Board positions that will be open include VP, Secretary and one At-Large position..
- The nominating committee has been reaching out to dozens of people to discuss filling possible leadership positions. The committee consists of Jude Bias, Ann Salamini, Danny Gray, Elaine Chapman, Breck Gastinger, and Marcia Brecker.
- The openings include: 3 positions on the board, 3 positions on the nominating committee, and 2 positions on personnel. The openings are being announced during Sunday worship and within the Friday emails.

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

1. **President's Report** (written)- Pam McIntire
2. **Vice President's Report** (written) - Elizabeth Breeden.

Elizabeth made the motion: approve the Personnel Policy as written. During discussion there was some concern about the time that severance pay should be administered to employees who are being terminated for poor performance. It was decided to rewrite the specifics about this and then approve it electronically.

Remembrance Garden Committee: receives contracts with people who have their loved ones' ashes in the garden. When it was originally set up the garden had its own account and was a separate entity and now the church controls the garden's money. The committee should manage the funds and should adhere to the financial policies of the church.

The Bylaws will need to be updated to reflect these updated policies.

3. **Treasurer's Report** (written) - Kay Frazier
4. **Lead Minister's Report** - (written)- Rev. Linda Olson Peebles
5. **Minister of Faith Development's Report** (written) - Leia Durland-Jones
 - Adult Faith Development class: Do the UU principles reflect who we are and who we want to be? Rev Leia, Rev Pam Phillips of the Blacksburg Congregation, the UU Community Church of Glen Allen and possibly the UU Congregation of Williamsburg are organizing an eight week class between the three congregations to discuss the principles.

6. **Director of Administration and Finance Report** (oral) - Sean Skally

https://docs.google.com/document/d/1h5eOpzFqo6c3G_ba1IZ5boLSNBI-AIYGy1tVWDw7UpQ/edit?usp=sharing

- Reports are not final. The expenditures are much less and revenue is higher.
- Rental income has been eliminated with the church having to be on lockdown due to the most recent COVID surge.
- Our application to be a 501.3C was denied. We need to change our Bylaws to make them acceptable. We will have to pay another \$600 application fee.

7. **Membership Report** (written) - Achsah Carrier
Membership stands at 299

8. **Board Liaison Reports**

- Personnel Committee (written under Elizabeth's VP report) - Elizabeth

IV. Electronic Motions (1 minute)

1. Approval of the Nov/Dec 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.

V. Old Business (25 minutes)

Building reopening task force: (5 mins)

Once we have less COVID cases in this area and the surrounding area we will review our previous thoughts on inviting church members and friends back to church if fully vaccinated.

Membership update: membership "clean-up" (5 mins)

—Everyone on this list has been contacted in some way or another and we feel confident that this new membership update is accurate.

Ministerial Search Committee: Pam (5 mins)

The application for the Developmental Minister was sent in on Dec 31st. The search committee is looking forward to interviewing applicants in February.

Gift policy: Kay: (10 mins)

Breck made a Motion: The Board of Trustees approves the Gifts Policy, as approved by the Finance Committee. The policy is effective February 1, 2022. Jim seconded the motion. The board unanimously voted in favor of this motion.

VI. New Business – (25 mins)

- **Elizabeth made a motion to include a phrase in our Bylaws that we are a 503C compliant organization, which will need to be put on the agenda of the annual congregational meeting.
- ** Pam seconded the motion. The board unanimously voted in favor of putting this on the agenda for the annual congregational meeting in June.
- **Budget goals and assumptions:** Kay: (10 mins): There is a desire for clear guidance for the Pledge Drive Committee. We would like to grow as a congregation.
- New sources of revenue? A group has gathered to discuss facility rentals and usage for additional revenue.
- Two big items of expenditures: the new lead minister compensation package and continuing dual platform even after we re-open will require staffing and equipment.
- There was an effort 4-5 years ago with a Revenue Task Force looking into possible revenue, which would be a good document to review.
- Pre-COVID: \$20,000 came from rentals. Since we have changed to virtual services, we miss unpledged donations and plate donations.
- **Thoughts on Board Goals:** Pam (10 mins)

"As I understand it, one of our big jobs as board members is to think about the big picture of what our congregation needs, then to talk with each other, staff and the congregation about these needs and then to set policy and empower staff and groups to begin work on these initiatives. So, I have been thinking about what our congregation needs.

As I noted in my board report, I believe that prioritizing growth is critical to both our congregation's survival and our purpose in the larger community.

To get us thinking and energized, here are 5 ideas of the kind of things we could empower groups to think about. If we were to start on this general idea, our role as a board could be to say it is a priority and then maybe have a conversation with the membership and nominating committees and, very importantly, with staff about how the congregation could get started and how the board can support these efforts.

First, there is a fascinating program some churches have used where a “secret seeker” comes to visit a church to see what a newcomer might experience at that church. They have a checklist of things that make the church welcoming. Without needing to arrange the whole secret seeker part right now, I think we could use this checklist to examine how welcoming we are and to make some simple changes that would help a lot.

<https://www.uua.org/leadership/library/secret-seeker> Half way down the page, click on [Secret Seeker Assessment Form](#) to see the checklist. There are so many important points here from advertising our services on the sign out front, how our website appeals to possible visitors, to how we engage with visitors and newcomers, to how we give information and listen to people to help them feel we are glad they, as individuals, are welcome. I am hoping we could use this form to think about newcomer experiences as we move forward with thinking about growth.

Second, We could add to the church website to make it more welcoming to newcomers. For example, please look at these websites:

<https://all-souls.org/about-us/welcome/>

<https://www.uuannapolis.org/>

<https://uucss.org/welcome/visitors/>

I chose these because they were listed as churches who were especially successful in creating plans to increase diversity in their congregations.

Third, We could make deliberate plans on how we welcome newcomers by adding to our already wonderful Greeter program.

Fourth, An especially important thing we could do is to re-start our young adult program and make it a priority.

Fifth, As far as the anti-racism part of this goal, we could examine the Building the World We Dream About program. This is a UU program that seeks to interrupt the workings of racism and transform how people from different racial/ethnic groups understand and relate to one another. It

can be a congregation wide program <https://www.uua.org/re/tapestry/adults/btwwda> It is a large commitment, but we could begin looking into it and talking with others in the congregation.

These are examples of relatively specific courses of action that would begin making a big difference and so we can be ready when we are completely able to open our doors again.

VII. Executive Session: (45 minutes) Linda: Mid-year check-in

VI. Closing Activities (5 min)

1. Process Review – (Jim)

2. Things to do / communicate

Bylaw changes: Remembrance Garden policy wording

Personnel policy: will all review and if there is no discussion we will vote on this electronically before the next meeting

Send suggestions for leadership positions to Elaine Chapman or Breck Gastinger

3. Closing Words (Hayley)

4. Topics for future work:

FaceBook: Gather information and meet with interested parties in February. (Haley)

Absentee voting at congregational meetings: (Kelsey and Beth)

Dates to remember

Next UU Charlottesville Executive Board Meeting: Feb 10, 2022

Next UU Charlottesville Board Meeting: February 23, 2022

June 5, 2022 Annual Congregational Meeting

REPORTS

President's Report to the Board January 2022

In the last month, I have increasingly turned to our congregation to ease the sense of isolation I have felt and to give me hope and direction for how we can make a better world. I am grateful for the wisdom I experience in our members. In what often seems to be a desert of self interest and conflict in the world, I find our congregation to be an oasis of kindness.

Unitarian Universalism has important messages of spiritual healing and growth, love, kindness, embracing of differences and a call to action. I have been asking: Do we have a duty to those who need us, but have not found us? I believe we do.

After doing a lot of reading and talking with congregants and Rev. Linda, I have come to the conclusion that we need to grow our congregation both in terms of attracting new visitors and members and in our

commitment to each other. This idea is hugely exciting to me because I think it will call us forward and energize us in so many aspects of our lives together.

To prioritize our growth – in numbers of people in our congregation, in our connection to each other, and in our commitment to our mission in the world – we would need to take on many important explorations:

We would need to examine how newcomers experience our church and make some changes

We would need to examine how we communicate with and support each other to make sure we are the loving community that people want to be a part of.

We would need to embrace change and transformation, while staying connected to each other.

We would need to revive our young adult program and reach out to the larger community.

Luckily, we wouldn't have to start from scratch on this! There are other congregations who have taken on this mission and been enormously successful. The UUA also has excellent resources that we can learn from.

Other information from this month:

One lovely example of UUCville at our best has been our response to the appeal to help settle a refugee family in our area. Through the generous donations from the congregation and the hard work of our Refugee Welcome group, our family from Afghanistan moved into their new home on Christmas Eve. Mentors from UUCville will continue to support our family by connecting the family to English classes, taking them grocery shopping, and guiding them on budgeting and how to access community resources for clothing and food.

A dedicated group of members have taken an in depth look at our membership and found that far from the 379 members we had been using in our planning, we really have about 299 members in good standing. Knowing this will help in our planning and budget work, but it is startling to find that we are a much smaller congregation than we had thought.

Last year's Pledge Drive was such a success in terms of raising funds to continue our work, and also in terms of energizing our community, growing a sense of belonging, and in being just plain fun! I hope that we can have another passionate group of people work together on this year's Pledge Drive. If you are feeling isolated, tired, and/or discouraged, I highly recommend the antidote of getting involved and even leading this year's drive!

This is going to be a pivotal year for UUCville! The Developmental Minister Search Committee has identified powerful goals for the upcoming Developmental Ministry (after numerous conversations with the congregation and board) and they have submitted our application for a Developmental Minister to the UUA. We hope to start interviews in February and hire a Developmental Minister to

start in August. But, we are hoping to get started on some parts of our goals right away! Our goals are:

1. We want to define a broad shared vision of our purpose for being a congregation so that we can feel energized, dedicated, and aligned in the use of our resources.
2. We want to be a more welcoming, inclusive, and anti-racist congregation, cultivating greater diversity in our membership and stronger engagement with the broader Charlottesville community.
3. We want to strengthen our Stewardship Ministry to manifest passionate support of our mission with time, wisdom, and finances.
4. We want to strengthen our internal processes and communication skills, build trust, and become more emotionally and operationally functional than we have been historically.

The UUCville Building Use/Reopening Task Force has been closely monitoring the local COVID rates and examining and re-examining the latest updates on the science of COVID exposure and illness. Sadly, COVID rates in the Blue Ridge Medical District have climbed from around 1 case per 100,000 people per week earlier this fall to more than 111 cases per 100,000 per week. To protect our staff, our congregation and the larger community, we are currently in LockDown in which only staff are allowed in the building and only small groups of 10 or fewer are allowed on grounds. We hope to be able to ease these restrictions soon. We all long to be together in person again soon!

While we wait and hope to be in person together, there is so much we can do to connect and to continue our mission in the world! We are on the right track and we need to stay energized and passionate. I look forward to the next months of work together.

Vice President's Report
January 26, 2022

Personnel:


- The revised Personnel Policy is ready for approval by the Board. We have already approved the benefits section, (last July) so this copy does not include it.
- The Personnel Committee recommended that the Developmental Minister's salary offer should be \$90,000/year.
- We have advertised for an Office Assistant and hope to hire them in January.

The Remembrance Garden has reviewed and revised their policies and procedures and would like the Board to approve this revision.

Addition:

Personnel added corrections by Pam McIntire (thank you), a telework section and emergency closing addition to the Personnel Policy for approval.

PLEASE READ PERSONNEL POLICY BELOW:

 2022_01_18 Personnel Policy_no benefits_no instructions_draft.docx

Treasurer's Report: January 2022

Financial Dashboard

The Financial Dashboard is updated with information through December 2021. The Dashboard provides the congregation and Board with a quick overview of key financial indicators. To view the Dashboard, click here:

<https://uucharlottesville.org/financial-information/>

Financial notes through December (50% of the Fiscal Year)

Although actual revenues are currently slightly exceeding actual expenditures, this trend is not anticipated to continue. Pledged revenue is trending well, but other revenues are not meeting the budget projections. COVID has negatively impacted building rentals and fundraising efforts. Other revenues not meeting projections are plate and unpledged donations. With these diminished revenue trends and with the current spending levels, we are on track to end the fiscal year in the red. Sean will be preparing a projected year end budget for the Finance Committee's review in February. The Finance Committee is concerned with the decrease in revenue and the continued impact of COVID on the financial health of our congregation during this fiscal year and into the next.

Gifts Policy (Old Business)

The Gifts Policy has been reviewed by the Policy Review Team and committees for comment. The policy has been revised to reflect the comments. As a result of those reviews, several revisions were made, which are highlighted in yellow. The revisions strengthen language to encourage undesignated donations and clarifies the intent of designated donations. Also revised are limits on donations of material goods and monetary donations that do not require Finance Committee and/or Board acceptance. The Finance Committee reviewed the revisions and recommended approval of the Gift Policy by the Board.

Recommended Motion: The Board of Trustees approves the Gifts Policy, as approved by the Finance Committee. The policy is effective February 1, 2022.

Budget Vision and Goals (New Business)

To kick-off the budget calendar for Fiscal Year 22-23 it is helpful for the Finance Committee and Board to discuss and agree on the financial vision and goals for the coming fiscal year. This is particularly

important as there are significant opportunities and challenges for the year. Most notably a new Developmental Minister will join us, all the while COVID continues to negatively impact our financial health. Included is a Budget Vision and Goals statement for Board consideration and discussion. The Finance Committee completed a review and approved the statement at a special January meeting. The intent of this document is to inform decision making as we develop scenario budgets, move into the pledge drive and as the Fiscal Year 22-23 budget is developed. This document will also be used to frame a “Our Financial Health Listening Circle”, to be offered for congregants’ participation in late February.

Budget Fiscal Year 22-23

Transforming Mission to Action

WE ARE committed to the individual and collective pursuit of spiritual growth, social justice, and life-long religious education and understanding.

WE FOSTER an open and free community in which we share our gifts, care for one another, and honor our differences.

WE SEEK to have a lasting influence on local, national and global programs that promote equity and end oppression.

Budget Vision and Goals

- Provide wise stewardship through a democratic and transparent process.
- Continue to build a future of financial well-being.
- Transform our mission into action through a thoughtful and responsible budget process.
- Develop and propose a balanced budget.

Budget Assumptions

- Inflation may increase costs and may affect the ability of people to pledge and donate.
- COVID will continue to impact our congregation, ministries, and finances (both expenditures and revenues) into FY22-23.
- The Developmental Minister will be hired and will begin their ministry August 2022.
- Supply chain issues may increase costs.
- If all priorities are funded, expenditures will increase with needed additional revenue support.

Funding Priorities (not prioritized)

- Pay and support for Developmental Minister
- Support for hybrid services
- Continued support for our ministries, community, and social actions
- Fair pay for staff (considering UUA recommendations)
- UUA Annual Program Fund
- Buildings and Grounds Reserve
- Payment on no-interest loan
- Needed capital projects identified at this time: HVAC system Summit House; Tree removal, pruning, treatment

Wise Words from Rev. Dr. Linda Olson Peebles

Excerpt from: A Summary of the Interim Minister's Thoughts about UUCVille Developmental Needs

<https://uucharlottesville.org/a-summary-of-the-interim-ministers-thoughts-about-uucville-developmental-needs/>

Developmental Need

Stewardship – Cultivating a culture of generosity, of shared commitment to financial well-being, of caring for the resources (reputation, people, and property) which it will hand on to the future, and having well-understood policies and practices that build trust and strengthen resources.

Developmental Shift

.... from perceiving giving as a necessary scramble to survive, to valuing giving as a wise and faithful investment in making the dreams and mission of the congregation come to life.

GIFTS PREAMBLE

Through the gifts of congregational members and friends, fundraising efforts, facility rentals, and fees, the Unitarian Universalist Congregation of Charlottesville supports its ministries, social action and operations with:

Annual Pledge Drive

The annual pledge drive is the primary support for the annual operating budget. The importance of this funding source of undesignated pledges cannot be overstated as this is the budget that supports the ministries, administration, and operations of the congregation, including the maintenance and care of the buildings and grounds.

Capital Campaigns

Capital campaigns are singular projects that generally support major improvements to the properties. The campaign is supported by the congregation and approved by the Board of Trustees.

Gifts of Material Goods

Gifts of tangible goods are often contributed in support of programs and for the care of the buildings and grounds. Gifts are also routinely given to support fundraising events and activities.

Time and Talent

The gift of time and talent is the foundation of our community. The congregation lives our ministries and commitment to social action through these gifts, as well as supporting our beloved community and the governance and operations of the congregation.

Planned Giving, and Memorials

Gifts are given through estate and financial giving, bequests in wills and through memorials.

Fee-based Revenue

Fees are collected for rental of the buildings and grounds. Fees may also be collected to support specific programs, classes and retreats.

Event Fundraising

Revenue is generated through approved fundraising events such as the Yard Sale and Auctions.

Other Collections and Donations

Special collections are made to support approved social actions, the Minister Discretionary Fund, and other approved activities of the congregation. Monetary donations are sometimes made to support specific programs, ministries and activities.

Remembrance Garden

Contractual donations are made to support the Remembrance Garden.

Endowment Fund and Trusts

The Endowment Fund was established to safeguard principle and generate earnings and growth of funds. The Endowment Fund is primarily funded through bequests and memorials. The Article XIV of the bylaws stipulate the conditions under which the Endowment Fund may be used.

Other Endowment funds support specific programs: The Cheetham Fund supports Religious Education. The Abrahamse Fund supports the music ministry and the Bristol Trust Fund supports the care and maintenance of the buildings and grounds.

Grants

On occasion a grant is received to support a specific ministry, program or project. The review, approval and management of all grant proposals is defined by the Grant Policy.

Other Fundraising

Other fundraising activities may be considered through the processes defined in the Policy Manual, Section D Fundraising

Definitions

A contribution to the congregation is either 1) undesignated, which generally supports the annual, congregation approved, operating budget or 2) designated giving, which supports other approved funds or projects of the congregation, which may or may not be part of the yearly budget.

The following terms apply:

Undesignated Gift – A gift that is given without designation or restrictions. The annual operating **budget** is funded primarily through undesignated gifts.

Designated Gift – A gift that is designated for a specific purpose or established fund. Designated gifts generally are not accepted to support the annual operating budget, except as defined in accordance with section 7.b.

Restrictions – Conditions placed on a designated donation by the donor that dictate how the donation must be specifically used and/or administered.

Purpose

This Gifts Policy is established to protect and serve the long-term interests of the congregation, and to properly manage and steward the donated assets and resources to further its mission.

The congregation encourages undesignated gifts, as such gifts give the congregation the greatest flexibility to live our mission, realize the goals of the congregation and honors the covenant of the congregation. Giving for designated funds, projects, and ministries that have been approved by the Finance Committee and/or Board of Trustees through the congregational decision-making process will be considered.

The Gifts Policy does not apply to donations given through pledging, approved collections in support of the annual general operating budget, Remembrance Garden contractual donations, approved fundraising events and activities, approved capital campaign, approved social action collections, or fees for rentals and services.

The policy applies to gifts offered by both individuals and organizations, both within and outside the congregation membership.

Rationale

Sometimes a gift is offered to the congregation which is designated for a particular use and purpose and may have restrictions attached to it. The congregation recognizes the importance of these gifts as an opportunity for additional stewardship and is grateful for the offer of a gift. In some cases, however, the designated gift or the restrictions for its acceptance may not be appropriate. This policy describes the process to be followed when an offer of such a gift is made.

GIFTS POLICY

POLICY V.A.7a: General Provisions

To ensure that a proposed gift conforms to the donor's wishes and the congregation's mission and current needs, prospective donors and their advisors are encouraged to confer with the Lead Minister, Director of Administration and Finance, Treasurer, or other Board of Trustees member.

Prospective donors should seek assistance from their own legal and financial advisors to determine tax, estate planning and other consequences relating to the gift. Donors will be responsible for their own legal fees and personal tax liabilities.

POLICY V.A.7.b: Bequests, Planned Giving, and Memorials

The congregation is encouraged to designate bequests, gifts through planned giving, and memorials to the Endowment Fund. Bequests, gifts through planned giving and memorial gifts designated for other

purposes than the Endowment Fund must be approved for acceptance by the process defined in this policy. Undesignated bequests, gifts through planned giving, and gifts in memory of an individual shall be deposited in the congregation's Endowment Fund. The Treasurer shall be notified of all bequests, gifts from planned giving, and memorials.

POLICY V.A.7.c: Material gifts valued up to \$500.00 may be accepted by the Minister(s), President of the Board of Trustees, Director of Administration and Finance, chairs of committees, councils and appointed task forces in cases where such gifts are deemed in accordance with their respective functions and tasks. Material gifts valued up to \$500.00 may be refused by the respective party if the gift is deemed unsuitable, impractical, or not consistent with the principles or purposes of the congregation. Gifts through this policy are restricted to no more than \$700.00 per individual in a fiscal year unless approved by the Finance Committee or Board of Trustees. Yard sale and auction items may be accepted by any member of the yard sale or auction committees and are excluded from the monetary limits of this clause.

POLICY V.A.7.d: Designated monetary gifts of up to \$100.00 may be accepted by the Minister(s), President of the Board of Trustees, Director of Administration and Finance, chairs of committees, councils and appointed task forces in cases where such gifts are deemed in accordance with their respective functions and tasks. Designated monetary gifts valued up to \$100.00 may be refused by the respective party if the restrictions of the gift are deemed unsuitable, impractical, or not consistent with the principles or purposes of the congregation. Gifts through this policy are restricted to no more than \$300.00 per individual in a fiscal year unless approved by the Finance Committee or Board of Trustees.

Policy V.A.7.e: All gifts of material goods valued at greater than \$500.00 (excluding yard sale and auction items) and all designated monetary gifts (see exclusions in Purpose) greater than \$100.00 must be reported to the Treasurer. Monetary gifts not exceeding \$2,000 and material goods not exceeding \$2,000 in value may be accepted by the Finance Committee. Gifts exceeding \$2,000, both monetary and material goods may be accepted by the Board of Trustees, upon recommendation of the Finance Committee. The Board of Trustees and the Finance Committee will use the guidelines set forth in this policy in considering acceptance of a gift.

Policy V.A.7.f: The following guidelines will be considered when reviewing the offer of a designated gift.

A gift recommended for acceptance by the Finance Committee and accepted by the Board of Trustees must align and be consistent with the congregation's by-laws, policies and purposes. Gifts must fit with the congregation's mission, goals, programs, and activities.

A gift may be refused if the gift is deemed unsuitable and impractical for use by the congregation.

The gift may be refused if it presents significant economic drawbacks. A gift will not be accepted that would incur administrative costs exceeding the value of the gift, would be excessively burdensome to administer, or have a negative impact on the annual operating budget.

Consideration should be given to the impact of the gift on the congregation as a whole, that the gift does not create conflict, or violate the covenant or Unitarian Universalist principles.

A gift may be refused if the restrictions on the gift prohibit administration within the by-laws and policies of the congregation, including gifts that violate the terms of the congregation's tax-exempt status.

Placing restrictions on gifts is discouraged.

All gifts become the property of the Unitarian Universalist Congregation of Charlottesville, must remain in complete control of the congregation, and be administered by the congregation. A gift restriction requiring third party administration is reason to not accept the gift.

Gifts are not accepted by the congregation that are designated to a specific individual.

When a gift is refused the Board of Trustees may negotiate changes to the designation and/or restrictions of the gift that honor the intent of the donor and meet the criteria of this policy.

Policy V.A.7.g: Retiring Gifts

A material gift is accepted with the understanding that all such assets have a beneficial life span. It shall be solely in the congregation's purview to determine when a gift has become no longer usable due to the cost of repair, obsolescence, the normal "wear and tear" of time or use, or the ability of the item to either function in the capacity for which it was given, or the continued need for item in the current context of the congregation's life. The congregation shall have the right to dispose of said item (including the sale or gifting of said item) as it sees fit.

Policy V.A.7.h: Refunding a Gift

An accepted charitable gift will not be returned to the donor. To refund the gift would be contrary to the basic definition of a charitable contribution and could have possible tax implications to the donor and potentially cause a liability to the congregation.

Final 1.22.22

Report of Interim Lead Minister UUCville Board of Trustees January 2022

Worship and Faith Development

- The sudden Omicron surge put the brakes on our dual-platform worships. Our last in-person worship Dec. 12 included more than 60 people in person, with 50 on-line connections. Since then, we have had on-line only services. Music Director Scott DeVeaux created and shared a wonderful worship service centering music as a message on December 19. Guest minister Brenda Brown-Grooms preached on January 16, and was very well received.
- It is our hope to have another outdoor in-person service very soon (weather permitting).
- Dual Platform worship will resume when the covid numbers are subsiding – TBA!
- Worship Weavers have welcomed a new member onto the team – Clarisse RePass.

Faith in Action

- This congregation continues to be enthusiastic about putting faith into action - Lifting up the power of our **Pastoral Care** ministry (featured in the Jan 9 worship), recommitting to our commitment to **Black Lives Matter** through sermons and the installation of the BLM sign in our outdoor sign, and supporting the very positive work sponsoring the **Afghan refugee family**.

Stewardship

- I met with leaders Jan. 20 to continue planning the 2022-2023 **Pledge Drive**. The actual Pledge campaign will be February 27 – March 27. We are thinking of a theme that draws on Amanda Gorman's *New Day's Lyric* poem – **Hope Is Our Door**
- I am grateful to Sean and Leia, and the **Membership Committee**, for their work in reaching out to members with whom we have lost touch, and clarifying who actually is a member. Our new membership total – 299 – I believe is as close to accurate as you have had for some number of years. This should actually encourage us as we make plans for engagement and nurturing.
- **Personnel** – Many thanks to Bev Ryan for her assistance to Sean in the search for a new Office Administrative Assistant. Leigha Rae joins our team January 25!

Preparing for the Future

- As the Developmental Minister Search committee begins receiving names from the UUA, I will be available to all applicants to answer questions and encourage their interest in serving you.
- I encourage the Board to develop a schedule for upcoming conversations with the congregation – March, around stewardship; April about the new minister; May around budgeting priorities. Perhaps the Annual meeting could be June 5, and my final Sunday is June 12.

Happy New Year! 2022 is definitely offering new possibilities to UUCville. I offer you some lines from the longer poem by Amanda Gorman "New Day's Lyric" -

This hope is our door, our portal.

Even if we never get back to normal, Someday we can venture beyond it,

To leave the known and take the first steps.

So let us not return to what was normal, But reach toward what is next.

... Those moments we missed Are now these moments we make, The moments we meet,

And our hearts, once all together beaten, Now all together beat.

Gratefully, Rev. Linda Olson Peebles

Report to the Board

January 2022

Rev. Leia Durland-Jones, Minister of Faith Development

Thank you so much to members of the Board for your thoughtful and generous holiday gift. You all are very kind and my family and I greatly appreciate it.

Flexibility in life and in planning and leading **Worship and Faith Development** continues to be a necessity. With the rise of Covid cases in our area in December and January, we were proactive in planning for our holiday services to be offered via Zoom only. Our virtual interactive nativity pageant and cast live on in our memories. We were able to hold a lovely, modified Winter Holiday Party and our Solstice Lantern Walk is sure to become an annual event.

Our congregation was once again very generous in supporting those in our own community as well as beyond our congregation with our annual **Giving Tree initiative**. **We raised over \$3500** in gift cards that were donated to social workers in the Family Support Team at Greer Elementary School.

Our **Labyrinth Ministry** held a **New Year's Eve walk**, as is our tradition. This year, however, our walk was in the afternoon instead of the evening and held on our outdoor labyrinth. It was well attended by 34 people who came to the walk, ages 2-91, and appreciated by all who participated. It is such a gift to welcome the new year in this way.

I **preached at our Community Worship service Sunday January 2** as we began the new year and January's ministry theme of "Living with Intention."

Our **Family and Children Faith Development** has been meeting via Zoom on Sunday mornings due to inclement weather. We hope to meet at Pen Park this Sunday for walking in small groups and time for connection with each other.

Our **winter/spring Adult Faith Development** program is shaping up and will include our 13th annual Women's Dream Quest at the end of February. Other offerings include a new group forming under the leadership of Sharon Baiocco and Jean Umiker-Sebeok focusing on Joanna Macy's book *Active Hope*. I will offer a class on UU Spirituality and Rev. Wayne Arnason will offer a class on UU History. Additional offerings are pending. I am in conversation with leaders in several other UU congregations in our cluster about sharing AFD offerings between congregations this spring.

I continue to meet regularly with the other members of the **Building Use & Re-opening Task Force**. We continue to urge everyone eligible to get vaccinated, to wear face masks, to social distance and to wash hands frequently. If you haven't received your COVID booster, please do. We also encourage everyone who can to get the flu vaccine as well.

I continue to be involved weekly in **Pastoral Care** matters and am thankful to work with Rev. Linda, Patty Wallens, Meg Dunham, Yvonne Chadwick Mehta, Shirley Paul, Sandy Brooks, Lara Gastinger, and others helping with this important and vital ministry.

Membership Report for January 2022

Submitted by Achsah Carrier

- TOTAL MEMBERSHIP as of January 2022: 299 members

Add:

- None

Drops:

Phyllis Frame-deceased

The following people were dropped in December and January as a result of our membership cleanup.

Anne Allison

Kate Bird

Greg Burroughs
Mia Burroughs
Forrest Calland
Jim Coan
Robert Craighurst
Joe Crisp
Mandi Crisp
Michael Cvetanovich
Jen Edelson
Tim Errington
Gail Esterman
Harry Harding
Tom Herrick
Michelle Hilgart
Randall Hilgart
Jessica Kiley
Ryan Kiley
Betty King
Mitch King
Virginia Leavell
Dianne Martin
Mary Matson
Robert Matson
Joel McNally
Kit McNally
Clay Moldenhauer
Kristin Morgan
Hâlé Ozbek
Haden Parrish

Richard Price

Allison Pugh

Joan Rudel

Cheryl Sandas

Stephen Sellers

Callie Smith

David Stackhouse

Beth Stafford

Daniel Strong

Sara Strong

Rebecca Tedford

Nicholas Waters

Kim Wilkins

Kennon Williams