

Unitarian Universalist Congregation of Charlottesville
BOARD OF TRUSTEES MEETING Minutes
March 23, 2022

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 – Bev Ryan

I. Opening - (20 mins)

- Opening and Closing Words: Beth JL
- Reporter: Kelsey
- Time Keeper: Kay
- Process Observer: Hayley

Opening Words - Beth

1. Check-In:
2. Community Time / Public Comment -
3. **MOTIONS of acceptance of the agenda and minutes:**

1. Acceptance of the agenda

Pam made the motion to Accept the agenda

Motion was seconded by Elizabeth

The Board unanimously accepted the agenda.

2. Acceptance of the February 23, 2022 board meeting minutes.

Pam made a motion to approve the minutes of the February 23, 2022 board meeting.

Motion was seconded by Elizabeth.

The Board unanimously accepted the minutes of the February 23, 2022 board meeting.

4. **Written Correspondence** (email letter sent from Laura Wallace to the board)

5. **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 a motion to accept the "Charge from the Board of Trustees of the UU Congregation of Charlottesville to the Remembrance Garden" as written.

Pam seconded the motion.

The board unanimously voted in favor of this motion.

3. **Treasurer's Report** (written) - Kay Frazier

- Highlighted the trajectory of meeting the budget goals for this fiscal year.
- This fiscal year looks like we are leaning toward a \$45,000 deficit. There is not much "wiggle room" with our budget since the bulk of our expenditures are salaries. The income is much less than expected due to lack of rental and fundraising opportunities, and lagging plate collections while the church has been closed.

4. **Lead Minister's Report** - (written)- Rev. Linda Olson Peebles

- Pledge drive is in the last full week, calls and emails are being made.

5. **Minister of Faith Development's Report** (written) - Leia Durland-Jones

- Excited about young adults meeting after church this Sunday
- Please participate in the final two AFD classes being offered this session, especially the one called "Through the Looking Glass" and the "The Gender Binary and The Trans Experience" classes.

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

*After last Sunday the staff got together to review the processes of reopening church.

** We have a lot of expenses at the end of the year. We are projecting that our year-end deficit will be approximately \$45,000. Currently, this month looks on target, but this spring does not look good.

** Kay has gathered a team who is looking at facilities and renting the building in more ways. It is a potential way to increase revenues.

**Bev has provided a list of tech people who may be interested in helping with tech/hybrid services.

**Leigha Rae is taking on the role of maintaining the website and is doing a great job.

**Several rentals are returning, memorial services, weddings are scheduled.

7. **Membership Report** (written) - Membership committee

Membership increased this month by two additional members: 301

8. **Board Liaison Reports**

- Nom Committee: (oral) Breck Gastinger

** on track with nominees, great progress.

- Personnel Committee (oral) - Elizabeth

** no updates.

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

IV. Old Business (40 mins)

- **Pledge Drive: (Linda and Kay)** 15 minutes
- ** Jim reports: So far we have 133 pledge units who have made their pledges equalling \$365,857. So far there is 1:1 match that equals \$8,250.
- 123 pledge units have re-pledged from last year. We have 76 remaining pledges yet to pledge.
- Some people have decreased their pledge from last year; the average increase is 2%. People may not remember what they pledged last year because when you look up your information in Breeze the pledge information from last year is not obvious..
- Last year we had stimulus checks that people gave as their pledge. Send an email out to non-members/ friends/ supporters to see if they will pledge this year.
- We need to invest in fundraising and facility rentals in the next fiscal year. Finance committee is concerned with consistently not meeting the projected revenues in these areas. A focused commitment in these areas could provide relief on the pledging line item.
- **Reopening of the building:(staff team)** 10 minutes: how is it going?
- Currently at “orange” and will soon enter into the “yellow” phase at which time we can have 100 people in the building.
- We are weighing the risks to our families with children who are too young to get vaccinated with the benefit of being very welcoming.
- **Communications Committee: (Sean and Pam)** 15 minutes: We need to recommend people that have a background in communication and marketing. We need a chair and more members for the committee. Knowledge about WordPress is very important. Focal point of the communication committee is the website, communication planning and coordinating the flow of the website.
- Steve Brecker volunteers to join the committee.

V. New Business – (55 mins)

***Three month preview (Rev. Linda and Rev. Leia):** 10 minutes

-Easter service outside: look at what we have been through, what we have “overcome” and look at where we are going, what we have to look forward to. Consider having lunch offered.

May 22nd: Ceremony celebration of rites of passage of our members: kids that graduated, new births, members who have passed over the last two years. Big birthday cake.

June 5: Bridging service and then Congregational Meeting.

June 12: Rev Linda’s last Sunday preaching.

Churchwide relational campaign: (Pam) 10 minutes: training of church members on how to be more welcoming, especially with newcomers.

** Brought up initially by Christine Gresser to have everyone in our congregation be involved in welcoming. Being welcoming to each other, to newcomers, to the greater community. People don’t usually stay if they do not feel welcome during their first visit. Having after church

discussion groups. Remember what not to say to young adults. Training everyone on good talking prompts.

** Board to make this a priority.

** We need to remember to make the people who chose to stay in the virtual church feel welcome.

- **UU Charlottesville and Facebook (please read written report by Hayley Owens)** 15 minutes

- Ellie Ransom pulled the data back in October 2021. There is value in our community who gather on FaceBook. There are people in that group who put a lot of energy into welcoming people and making it a positive platform.

- Many visitors find that Facebook is their introduction to us; many people find out about us through different platforms.

- It is difficult to leave Facebook as it would mean deciding to give up the reach we have through this platform. There really is not a great alternative at this time.

- It is worthwhile to be critical of the negative issues related to Facebook.

- there is a group of interested people who are the admin team of our Facebook site.

- Next steps: reinforcing that there are definite pro's and con's about being involved with Facebook and also promoting our other forms of communication, especially our website and opportunities to join a blog discussion available on the website.

VI. Closing Activities (5 min)

1. Process Review – Hayley

2. **Things to do / communicate**

- Steve volunteered to join the communications committee and would appreciate a reminder to the next meeting, which Sean will send to him.

- Elizabeth requested that Josie Taylor and Donna Redmond be invited to the communications committee.

-targeted email to non-members/ friends asking for donations.

Next month:

- Budget

- Voting at congregational meetings-Is there a need to make a bylaw change?

- Reflection and taking next steps from last month's "deep dive" from membership and nominating: (Pam)

- *--Leadership development: developing us all as leaders

- *--Healthy communication and being in a covenantal relationship

*--Volunteer coordination

3. Closing Words: Beth

Dates to remember

Additional board meeting: Search Committee's recommendation for their choice of Developmental Minister and board vote.

Next UU Charlottesville Executive Board Meeting: April 14, 2022

Next UU Charlottesville Board Meeting: April 27, 2022

*Minutes respectfully submitted,
Beth Jaeger-Landis*

Reports to the Board

President's Report to the Board: March, 2022

In the last weeks, I have been marveling at how we have come through the last several difficult years. Despite the incredible challenges of resignations of our staff, fractures in our congregation, financial difficulties and then COVID, we have been able to come together with honest discussion of our injuries and renewed dedication to being a congregation that cares for each other and the larger community. We ordained our beloved Rev. Leia Durland-Jones, we have changed our name and become UUCville, we have done a thorough, transparent assessment of our budget and finances, we have renovated the church, and our grounds crew has made our gardens and property even more beautiful. We welcomed Rev. Linda Olson-Peebles as our interim minister and enthusiastically participated in a deep assessment of who we are as a congregation with her excellent guidance. We had a successful pledge drive last year, despite the pandemic, and we are in the middle of an inspired pledge drive this year.

We have come together and brought our best selves into our relationships and into serving our congregation. We have contributed generously to the church, to monthly social action groups, and to helping to settle a refugee family from Afghanistan. We have shown ourselves to be strong, determined, committed and called to action in service of love and kindness. We have much to celebrate!

We have had seven excellent ministers apply to be our Developmental Minister. We hope to announce our new minister in the beginning of April. The word in the UUA is that ministers have been impressed with our open and honest assessment of our past, our challenges, and our goals and dreams. I believe we are ready to embark on a new chapter in the life of UUCville.

It will be wonderful to be together on Sundays again! I am hoping that we will not only return to being the friendly supportive church of 2020, but that we will be even more welcoming to each other and visitors. How can we make sure that everyone who comes through our doors (or joins on Zoom) feels valued and welcomed? I believe it is the responsibility of everyone in our congregation to engage with people we don't know in the congregation and with newcomers. It will be wonderful to see friends we know well in person, and I hope that each of us can intentionally get to know more people deeply so we can be a cohesive, loving community.

Many thanks to our creative, hard-working pledge team! I greatly appreciate the clear, direct communications and their focus on fun and fellowship! As I write this report, we have pledges of \$309,000. We are well on our way to launching an exciting new year in the life of our congregation. I look forward to the announcement that we have made it all the way to our goals.

It is almost time to Celebrate!
Submitted by, Pam McIntire

Vice President's Report: March 23, 2022

The Grounds look great. All of the budget reports were turned in to the Treasurer and Finance Committee. The "grand opening" of our Service in person has created a flurry of activity about reigniting the ushers and greeters, scrubbing the coffee pots, discovering that the Comfort Room has become a storage area, and (best of all) cleaning out 2-year old condiments and food from the refrigerator! (I kept the mustard and the chocolate syrup)

Attached is the edited and modernized: Charge to the Remembrance Garden Committee and the Policies and Procedures for the Remembrance Garden for the Board's approval. This Committee does not see a need for any changes to the ByLaws as it pertains to its work. We propose to post on a page on our website, an invitation to reserve a space for oneself or a loved one in the Garden. The Contract, the Charge and the Policies will also be on our website.

Submitted by, **Elizabeth Breeden**

The Remembrance Garden Policies and Procedures

Unitarian Universalist Congregation of Charlottesville

Revised March 7, 2022

1. The Remembrance Garden shall be maintained as a peaceful area for meditation and remembrance. Use of the Garden is, therefore, limited to religious, and not social, occasions. The management of the Garden is the responsibility of the Remembrance Garden Committee, which shall approve any changes to the structure, landscaping and arrangement of the Garden and administrative tasks associated with the Garden memorials.
2. Membership in the Remembrance Garden Committee is open to Church members and friends who are interested in managing and maintaining the gardens.
3. Church members and their families as well as friends of the church may apply to the committee to be memorialized in the garden. This may include burial or distribution of ashes, the addition of the memorialized person's name and date of death in the wall surrounding the garden and on the plaque in the church, as well as the addition of the name to the permanent record book.
3. Contracts for memorials are executed upon receipt of a maintenance fee and acceptance by the Committee. The prescribed donation for an individual memorial is set by the Committee (at the time of the dedication of the Garden, this sum was five hundred dollars). Upon the death of a

person who is to be memorialized, rights under the contract become part of his or her estate. Any donor may change the designee of a memorial only with prior written consent from the Committee.

4. The committee shall publicize and promote the Garden as a dignified and appropriate place for memorials.

5. The Record Book is kept in a cabinet in the Entrance Foyer. Memorials appear chronologically by date of death. Each memorial in the book allows two pages of written or printed material and a mylar pocket to protect a photograph. Materials for inclusion in the book must measure not more than 8.5 by 11 inches, and may consist of (for example) biography, an obituary, poetry or other writings, and a photograph. The Committee is solely responsible for the insertion of materials in the book.

The Record Book contains charts showing the locations of the brass plates in the Gallery, interment sites, and slates in the Garden. The Appendix includes the Charge from the Church Board of Trustees to the Remembrance Garden Committee, the names of the Founders, a list of gifts for the Garden, a sample memorial contract, a descriptive brochure, and copies of the invitation and program for the May 5, 1996, dedication ceremony.

6. Placement of the brass plates on the panels in the Gallery and of interred ashes may be reserved following completion and acceptance of a contract for each person memorialized. In order that family names be grouped together on the Gallery panels, and/or that ashes may be interred in adjacent spaces, family contracts and payment must be accepted at the same time.

Blank plates, and slates for the Garden wall if desired, will be inscribed and placed after the death of persons memorialized. Lettering on plates and slates will be uniform in style but may be reduced in size for longer names.

7. Ashes may be scattered or interred within the center square. The area for one interment is 19 square inches. The Committee will assign an interment site upon the acceptance of payment and a contract. Ashes to be interred shall be in a biodegradable container no greater than 10 inches on a side. Ashes are not recoverable. No individual interment sites may be marked in the Garden.

8. No marker, sign, landscaping, furniture, or floral display is permitted in the Garden except as authorized by the Committee. Donations for the Garden must be approved by the Committee.

9. The Garden is intended to be a permanent addition to the Church. Moving or discontinuance of the Garden requires approval of both the Board of Trustees and the Congregation.

10. Names of the Founders of the Remembrance Garden appear on a Founders' Plaque on the Gallery wall and in the Record Book. Founders are those persons who, before October 1, 1995, contracted for a memorial, or offered a donation or loan of at least five hundred dollars to establish and construct the Garden.

11. The Remembrance Garden Committee is a Church Committee as per Bylaws (revised)

adopted May 19, 1996, by the congregation. Its members are church members and friends who are committed to managing administrative tasks associated with the Garden and to maintaining the garden landscaping. Remembrance Garden funds are a designated fund line item in the Church budget. The committee reports to the Finance Committee at least annually. The Committee meets as needed. Whereas it is up to the Board to ensure a Remembrance Committee exists, the Committee shall sustain its membership and leadership.

The Charge from the Unitarian Universalist Congregation of Charlottesville Board of Trustees to the Remembrance Garden Committee

Revised March 7, 2022

ARTICLE I – NAME

The Remembrance Garden is a permanent addition to the Unitarian Universalist Congregation of Charlottesville (hereafter referred to as “the Church”) prescribed in Article XVIII of the Church bylaws. The Remembrance Garden Committee (hereafter referred to as "the Committee") shall be a Committee of the Unitarian Universalist Congregation of Charlottesville (hereafter referred to as "the Church"), as prescribed in Article X.1.3 of the Church bylaws.

ARTICLE II - PURPOSE

The purpose of the Committee shall be to administer, promote, maintain, improve and enhance the Garden so that it may be used to fullest advantage by the members, relatives of members, and friends of the Church who desire a memorial for the deceased. It will be a place to scatter or bury ashes and/or to have a remembrance plaque installed; a quiet place to meditate; and a place for memorial services. Visitors are welcome to come and sit in the garden. However, any use of the garden should respect the sacred nature of the space.

ARTICLE III - FUNCTIONS

Section 1 - The Committee shall maintain and improve the grounds, plantings, and monuments of the Garden consistent with the standards set by the Committee.

Section 2 - The Committee shall establish administrative policies and procedures for the garden.

Section 3 - The Committee shall maintain records of memorialized persons in a permanent record book and in a display of names on a plaque on the inner wall of the Church gallery and on a wall of the Garden.

Section 4 - The Committee shall publicize and promote the Garden as a dignified and appropriate place for memorials.

Section 5 - The Committee shall manage the funds sent to the Church for Garden memorials in a designated fund line item of the Church budget in keeping with the financial policies of the Church.

Section 6 - The Committee shall prudently use any Garden funds for improvements for the Garden and costs associated with garden memorials including distribution of ashes and installation of plaques. Any funds not needed for immediate expenditures related to administration and maintenance of the Garden, shall prudently be used for improvements to the garden and held in reserve for the long-term remembrance garden financial needs.

Section 7 - The Committee shall establish other functions from time to time as it deems necessary to fulfill its purpose.

Section 8 - The Committee shall make a financial report at least annually of its operating costs and income to the Finance Committee.

ARTICLE IV - COMMITTEE MEMBERS

Section 1 - The Committee shall be composed of persons interested in helping to manage administrative and planning tasks for the garden and in helping maintain the garden's plantings. Recruitment is managed by committee members with help from the Nominating Committee as needed.

Section 2 - There are no term limits to membership.

ARTICLE V - OFFICERS

Section 1 - There are no officers for the committee. Members agree to various tasks and duties as needed.

Section 4 - All payments for the Committee shall be made by the Church Financial Officer. The Committee shall render an annual report to the Church Finance Committee, covering expenditures, and revenues.

ARTICLE VI - MEETINGS

Section 1 - The Committee shall meet periodically as needed.

Section 2 - A simple majority is required to transact Remembrance Garden business.

ARTICLE VII - DISSOLUTION

In the event of the dissolution of the Garden and its Committee, all monies managed by the Committee shall revert to the control of the Unitarian Universalist Congregation of Charlottesville. The permanent records shall be deposited in the Church historical files.

The Church Bylaws state that if the committee is unable to be self-sustaining, the board is responsible for ensuring that the committee continues. If the garden is dissolved, the committee is responsible for making every reasonable effort to inform families of those who are memorialized in the garden.

Treasurer's Report March 2022

Year-End Projections (FY21-22)

The year-end projections have not improved since last month. The financial projections continue to worsen. The current projection is a \$20,000 shortfall, placing us in the red at the end of the fiscal year.

This year-end projection is based on the following:

- Revenues currently exceed expenditures, but the margin is shrinking every month. If the trend continues revenues are projected to be \$45,000 less than the adopted budget. On the upside, pledged donations are being honored and we are on target to meet the adopted budget in this significant area. Pledged donations are 80% of the projected revenues. All other revenues comprise 20% (\$109,510) of our total projected budgeted revenues. As of the end of February we have received \$367,066 (81%) of pledged revenue and only \$32,184 (29%) of all other revenues. Of the \$32,184 in other revenue, \$20,554 is a pass through for Social Action collections, leaving just \$11,630 to support the annual budget. The loss in revenue is due to the impact of COVID on building rentals, fundraising, plate offerings, and non-pledged donations.
- Potential expenditure savings have been identified, but we are experiencing higher than budgeted costs in Financial Services and in Church Building Maintenance. Costs can be managed to help elevate part of the funding gap, but the majority of our costs are fixed. For example, staff salaries and accompanying benefit costs comprise approximately 72% of our annual budget, leaving just 28% of other budgeted expenditures. Identifying \$45,000 in cost savings from that 28% is not possible without seriously impacting ministries and programs.

Recommendations: The budget will be closely monitored by the Director of Administration and Finance, and the Treasurer, with a monthly update of year-end projections to the Finance Committee and Board. The way forward to alleviate the projected deficit is to increase revenues. Suggestions for Board actions are as follows:

1. During the months of April – June place emphasis on the importance of plate collections during Sunday services.
2. Prepare to lead a year-end campaign, asking for one-time unpledged donations during a short period of time during May or June.
3. Identify and support a group to organize an additional fundraiser for the Spring/early Summer of this FY. The Yard Sale team will be organizing another online UUsed Bazaar for April – May. The revenue from the Bazaar has already been factored into the year-end projections.

Budget Outlook FY22-23

Budget Development for FY22-23 is well underway. After review by the Finance Committee, Board and a work session with ministry and staff the budget priorities are:

- Supporting the Developmental Ministry
- Pay increases for staff
- Supporting the hybrid services through funding additional contractual services for Tech/Video Editing and managing multiplatform services
- Increasing our pledge to the UUA
- Making a payment on the unsecured loan
- Allocating funds to the Buildings and Grounds Reserve Funds
- Continuing support for our current ministries, programs and administrative operations

The Finance Committee continues to discuss and draft a proposed budget. Discussion has focused on reviewing the revenue streams, staff pay increases (including the Developmental Ministry), increases needed to support the hybrid services, requests from committees, and line item increases due to inflation. Funding required to meet all our budget priorities hinges on a successful pledge drive and shoring up our ability to increase funding streams through building rentals and fundraising. COVID has had a heavy negative impact in both these areas. The Finance Committee is concerned and believes that projecting current levels of projected revenues in these areas are not sustainable. Building rentals can most likely rebound and there is a working team focused in this area. Revenue projections for fundraising events are not being met, even during pre-COVID times. Fundraising events need new attention and energy. A successful pledge drive will alleviate many of the concerns and make funding the budget priorities possible.

The Finance Committee is on track to send a proposed budget to the Board in April.

Stewardship Ministry - Facility Rental Team

In a step to nurture the stewardship ministry, a small team has formed to work with the Director of Administration and Finance to review current rental policies, benchmark markets and rental rates, research best management practices, assess rental management systems, conduct a facility assessment for rental purposes, develop marketing strategies and materials, and make final recommends to the Finance Committee and Board. The goal is to be in a sound position to increase rental revenues as we reopen our buildings and grounds into the next fiscal year. The team members are Sean Skally, myself, Jude Bias, Alexis Halley, David Shutt, and Kurt Wassenaar. The team is working in earnest and intends to present a preliminary report to the Finance Committee and Board in June.

Submitted: **Kay Frazier**

Report of Interim Lead Minister UUCVille Board of Trustees March 2022

Worship and Faith Development

- Our return to dual-platform worship takes place on March 20. As Covid cases in the region go down, we will increase capacity from our initial 75 (sanctuary) and 30 (social hall). MANY thanks to Lorie Craddock for coordinating with leaders and volunteers to

make sure we have procedures followed, and folks greeting, ushering, offering hospitality and setting up and breaking down.

- Scott has begun in-person choir rehearsals on Thursday evenings. Even as they are rebuilding, the choir will begin to offer their music to our services a couple times a month this spring.

Faith in Action

- UUCville had a good turnout at the IMPACT Rally March 22, and is working hard to recruit 125 members to attend the big annual Nehemiah Action March 29. I urge the Board to sign up!
- Karen Prairie has begun making plans for a spring gathering of social action leaders, to move forward on the process of selecting SAC recipients in the 2022-2023 church year.
- I have recruited Rev. Brenda Brown-Grooms to preach in person at UUCville April 3 about her insights into the many refugee crises. That will be a “pulpit swap” day, and I will preach at her congregation that day – New Beginnings Christian Community.

Stewardship

- This year’s Pledge Drive ***Hope Is Our Door*** has been the focus of much of my time, as well as our awesome communications team (Achsah Carrier, Jude Bias, Joanna Hickman), a number of folks making testimonial videos, Jim Gorham and Kay Frazier working the numbers, Sandy Brooks writing thank-yous, and 7 volunteers who are making calls.
- Jim Gorham gives us regular updates – as St. Pat’s Day, we had heard from 97 pledge “units” (individuals or families who pledge together), and we have received over \$310k in pledges. This means we need to receive \$200k from a potential 113 more units.

Preparing for the Future

- I have had conversations with the applicants for the Developmental Minister position, and I have also been available to the Search Committee to offer any assistance they may need.
- The Executive Committee has asked that I focus some of my work this spring on finding some folks to begin a conversation about a Leadership Development ministry at UUCville. I will begin that work very soon, following the Pledge Drive and Ministerial Search.
- I encourage the Board to develop a schedule for upcoming conversations with the congregation – March, around connecting and stewardship; April about the new minister; May around budgeting priorities.
- Reminder – the Annual meeting will be June 5, and my final Sunday is June 12.

Spring arrived March 20; the Search Committee will make an offer to your next minister March 28. Pledges are coming in our doors, and now people are too. There are many reasons for you to keep the faith!

Submitted by: **Rev. Linda Olson Peebles**

What joy it was to gather in person in our building on our grounds Sunday March 20. **Faith Development for families and children** continues this spring, mostly outdoors out of an abundance of caution due to covid safety protocols. Our families with children in 4th grade and younger meet on the playground with the focus being the Tapestry of Faith Curriculum "World of Wonder." We are taking a deep look at our 7th UU Principle honoring the interconnected web of all existence of which we are a part. Our **middle school youth group** meets at the same time. They have several projects planned this spring in collaboration with the Grounds Team. Sunday March 20, they cleared bamboo from the church parking lot. Our **8th & 9th grade OWL** group reconvened after a winter break. It is wonderful to have our youth reconnecting and experiencing this important curriculum. **YRUU** (senior high) meets weekly and will be volunteering at Casa Alma this spring as well as continuing to supply the UVA medical center with meal packets. Important conversations happen every week about world events, ethics, values and how to live our faith as UUs. Don't ever doubt that good things happen here! I am working to help our **emerging and young adults** connect with each other and hope that they will be able to meet in person at a mutually agreeable time in the near future.

The Winter/Spring Semester of **Adult Faith Development** is underway. Please consider participating in the two remaining offerings this semester. They are both on very timely and important topics. *Register on the church website.*

Into the Looking Glass: Reflections on Internal and External Racism Tuesdays March 29, April 5, 12, 19 6:30-8:00PM. This four-session workshop, led by Linda Dukes and Diane Ober, is a blend of internal work and understanding the external cultural and policy waters in which we all swim. We'll explore our identities and how race has been present in our lives, learn more about the history of government subsidies benefiting white people, and discuss reparations, the anti-Critical Race Theory movement, and threats to voting rights. The workshop will include group discussion and at-home preparation for each session. We'll share personal experiences and learn new perspectives, all enriching each other. We see this as spiritual work that contributes to us as individuals, collectively as a church, and towards a more just world.

The Gender Binary and The Trans Experience Sunday, April 10 – 4:00 – 6:00 PM. What is gender? How can you be more welcoming and inclusive of trans people? This talk will strive to give you a basic understanding of transgender people and the issues they face. We'll discuss things that transgender people would like you to know. We'll touch on some of the challenges faced by parents and their trans/non-binary children, sensationalist items in the news, and offer suggestions for further resources. We will leave time for your questions. Facilitators are: Circe Strauss, PFLAG Blue Ridge Treasurer, Charley Burton, PFLAG Blue Ridge President, Program Director Black Transmen, Inc., C'ville Pride Board Member, Jane Cornelius, former PFLAG Blue Ridge Board Member.

An ongoing class is ***Active Hope Group*** to help cope with climate change and other crises that meets on the first and third Saturday of every month. The group is an outgrowth of Joanna Macy's work (Active Hope; The Work That Reconnects; Coming Back to Life), which derive in part from a Buddhist perspective, but many resources may be explored as well as a wide variety of formats and activities.

Involvement in **pastoral care matters** and meeting with individual congregants continues to be a significant aspect of my work. It was an honor to work with MJ Lightbody on the Celebration of Life for her late husband, Lee. I am working with the family of Mary Rose Curtis for a memorial celebrating her life in May. I also look forward to conducting the wedding of Cooper Brett and Kaitlyn Staples in May.

I continue to meet regularly with the other members of the **Building Use & Re-opening Task Force** and am grateful to the wonderful members of that team for their ongoing commitment and time.

Like so many others, I have also been working to **support our pledge drive** so that we have a successful campaign and can continue to fund our important ministries and live our faith every day.

Submitted by, **Rev. Leia Durland-Jones**

March DAF Board Report

Reopening Task Force Current Status: **Orange** Building is open to limited numbers.

- Expectation/ Current predictions are **Yellow** by the end of this month, beginning of April
- N95, KN95 Mask are required on congregation grounds, indoors and out and will be provided as needed
- [UUCville Building Use Pandemic Protocols Document](#)

Finance

Finance Recap

	Feb 2022	Feb 2021
Total Revenue	\$361,237.37	\$260,108.25
Total Expenditures	\$304,391.12	\$276,506.68
NET OPERATING REVENUE	\$56,846.25	\$ -16,398.43

NET OPERATING BUDGET \$24,620.50 Under Budget

- Restricted Endowment accounts moved to new category away from budgeted accounts
- With Kay F and Stan W, we created the [Information on the Endowment and Restricted Funds](#) document. It is being edited for clarity and accuracy.
- Worked on Staff and Admin budget with Finance Committee and Board Treasurer
-

Financial Reports

- [Budget Vs Actual YTD](#)
- [Budget Vs Actual to Year End](#)
- [Feb Statement of Activity](#)
- [Feb Statement of Financial Position MTD](#)
- [Feb Statement of Financial Position Y](#)
- [TDFeb UUCEF Monthly Report](#)
- [Feb UUCEF YTD Report](#)

Administration

Regulatory

- Submitted VA SCC Annual Registration Fee
- Paid Church Liability, Umbrella and Workers Comp Insurance

2021-2022 Sunday Attendance

	YEAR	2022	2021	2020	2019	2018	2017
Jan	91	194	288	208	265	230	
Feb	94	183	154	229	208	271	
Mar		179	100	205	238	289	
April		158	175	199	258	243	
May		123	182	191	207	237	
June		118	112	170	139	139	
July		98	105	137	135	140	
Aug		107	137	165	136	336*	
Sept		83	107	215	250	265	
Oct		60	92	116	161	NA	
Nov		99	134	214	202	225	
Dec		84	146	161	169	238	

*the month with the Jesse Jackson visit

Information Technology and Computers

- Reset DOM workstation for Caroline
- Reset Office Admin workstation for Leigha Rae
- Installed new online meeting equipment for Caroline
- Ordered cellphone signal booster for upstairs
- Installed New Wifi upstairs
- Installed new hard drive on AV Computer

Communication

- Updated WP to most recent edition
- Updated WP plugins
- Created some anchors for ease of access from outside links

Membership

- Rescheduled membership meeting for 2nd Mondays

Buildings and Facilities

- Rentals
 - BRMT begins in April
 - Small memorial services have been held for non members
 - reported history of rentals to Facilities Rental Team

Gardens and Grounds

- Finalized Lawn maintenance with Arellano Lawn Care
- Scheduled Ash Borer Pest Control for end of April

Safety & Security

- Nothing of note

Wins

- Training of Leigha and Leigha's overall performance

Opportunities

- Consistency in meeting deadlines

Submitted by: **Sean Skally**

Membership Report for February 2022 Submitted by the membership committee

- TOTAL MEMBERSHIP as of February 23, 2022: 299
 - Add: Diane Ober and John Alexander
 - Drop: None
 - TOTAL MEMBERSHIP as of March 22 2022: 301 members
-

UU C'ville and Our Use of Facebook

Submitted by Hayley Owens

We have two facebook presences representing our community. A public Facebook page and a private Facebook group. The public page is where announcements are regularly posted from UU C'ville. The private page is very much a community space with news about community members, asks for help, amplification of other church events/news, discussion about events in the world and in our congregation, and a place where people plan gatherings in-person. It is also a space where those new to our congregation can introduce themselves, get connected to others, and start to learn about this community's activities and values. It seems like this private page has been a place where our community has kept in touch with its members throughout the pandemic, both on the private page, but also as folks friend each other and see updates on people's personal pages.

Data collected by Ellie Ransom from October-November (28 days) of 2021 shows:

On the **public Facebook PAGE** we had:

- 52 total page views (people viewing our profile)
- 295 total people reached by posts
- 276 post engagements (number of times people have reacted, commented, shared, clicked.)

Most of our posts reach around 40-50 people. *We get more engagement on posts with images of our congregants.* The post with images for our Sanctuary in Action service, for example, reached 250 people, got 129 clicks and 26 reactions! Overall, posts with images get more traffic than posts with links.

For the **private Facebook GROUP**, We have 593 total members and 318 active members.

The posts reach around 120ish people, sometimes less and sometimes up to around 200. Posts from the group definitely get seen more than posts on our official page. Engagement depends a lot based on what type of post it is and there do not seem to be specific trends for what types of posts people prefer.

Ellie thinks that the really important information / announcements should be posted on our Facebook Group as well as our Page. It should not be all the same stuff since the Page is for official announcements and the Group is more for congregants to interact and communicate with each other, but for example it is very useful when Christine Gresser posts announcements on the Group, which get a lot of engagement.

The Issues with Using Facebook

As a community of conscience rooted in our UU values it is important that we consider the issues that Facebook has been proven to cause in our society.

- Frances Haugen's whistle blowing revealed that Facebook is designed to enrage us, amplifying divisive posts that get more views. This doesn't happen by accident — Facebook is aware of the issues, has algorithmic ways to fix it, yet chooses not to because this animus is profitable to the company.
- Facebook's algorithms amplify conspiratorial thinking and disinformation, spreading this thinking to people who might not otherwise encounter it. This, combined with Facebook's inaction against governments and political groups who use Facebook to spread disinformation, attack independent media, and use fake accounts to spread propaganda and influence elections, creates a community platform that is toxic for democratic values and societal trust.
- At an individual level, Facebook can hurt its users, especially children. For teens it has been shown to heighten self-consciousness, insecurity, and harm mental health — Internal documents reveal that Facebook knows this and has little interest in addressing these issues. Facebook can be addictive for children (and adults alike!) and does little to protect them from other users on the internet. Additionally, depending on the user's reasons for using Facebook to connect with others it can actually exacerbate feelings of loneliness.

There are many ways that this conflicts with our UU values. We strive to be an authentic and diverse community that can address difference and conflict in a healthy way. We also see the importance and value in the democratic process in the world community. As a caring and compassionate community, it is concerning to be involved with an organization that does not care for children and people as much as it cares for profit.

Potential Alternatives

UU C'ville benefits from a place to connect online. Scrolling through the community page, there is a lot of engagement and warmth between members. The private community page has been a place of connection throughout a time when we have not been attending church in person. Something to note about leaving Facebook for another platform is that some members might

find it challenging to learn another platform. Facebook holds social connections to other groups and people outside of UU C'ville that make it a convenient place to check. To make this decision, between closing the facebook group all together, leaving things as is, or moving to a new platform, we need to think about what we want our community to get from the internet spaces we chose to create. With this in mind, if there is interest within our community to move off of Facebook, there are some alternative virtual community spaces we could explore:

group chat / WhatsApp

This platform allows group members to be in contact, post updates and pictures, and message individuals within the group. People do not have personal pages where they can share more about themselves. People can receive notifications when messages are sent within the chat to stay connected. Best with small scale groups and those that are more tech-proficient (like texting)

Slack

Is good for complex groups that want to discuss various subtopics and chat with each other. There is a desktop app that is user-friendly. No individual profiles, but opportunities to chat with individuals and reach a wider community with posts that can be commented on.

Alternate Social Networks

There are also private community platforms that are similar to Breeze, but also have a place for community members to post and engage with each other (Example: <https://churchsocial.com>). Members would have personal profiles to update and share about themselves. This would be most similar to Facebook, but not "public" so new members would need to be added to the site, as with the other options above. Another example that allows for a much more customizable platform is Disciple (<https://www.disciplemedia.com/community-platform/>). It is important to weigh our capacity to monitor and develop these platforms and the kind of resources we want to invest in this as we consider this option.

Sources

What's One of the Most Dangerous Toys for Kids? The Internet.

<https://www.nytimes.com/2021/11/24/opinion/kids-internet-safety-social-apps.html>

Does Using Facebook Make People Lonelier?

<https://www.psychologicalscience.org/publications/observer/obsonline/lonely-people-use-facebook-more-does-more-facebook-make-you-lonelier.html>

Facebook Has Been a Disaster for the World

<https://www.nytimes.com/2020/09/18/opinion/facebook-democracy.html>

Facebook is a harmful presence in our lives. It's not too late to pull the plug on it

<https://www.theguardian.com/commentisfree/2021/oct/06/facebook-scandals-social-media>

The Dangerous Experiment on Teen Girls

<https://www.theatlantic.com/ideas/archive/2021/11/facebooks-dangerous-experiment-teen-girls/620767/>

<https://www.washingtonpost.com/technology/2021/10/12/leave-facebook-alternatives/>

Email correspondence with the Board:

Laura Wallace sent a correspondence this month and asked that it not be posted on the website.