

2021–2022 UUC Annual Reports

Interim Lead Minister Annual Report

to the UU Congregation of Charlottesville
July 2021 - June 2022

What a Roller-coaster year it has been!

In my second year with UUCville, while I kept alive the 1st-year goals of healing and financial viability, the focus of the interim ministry shifted to two immediate and urgent goals:

1. Managing the anxiety and exhaustion of two new Covid surges, even as we strove to emerge with hope and vitality and
2. Supporting a successful search for the Developmental Minister to begin the important work of re-building and strengthening UUCville's relationships, structures, and mission.

During the year, we had ups and downs

- Covid surges came and went, we opened and closed and opened again.
- We said good-bye to Rev. Alex, and pastoral care for our members continued with the excellent ministries of the staff and volunteer Pastoral Care teams.
- A careful examination of our rolls revealed we were fewer than we had thought, and yet we benefited from the increased generosity of those still in the congregation.
- The congregation engaged in the fall with the Board to identify developmental priorities for the ministerial search, we anxiously waited in the winter to hear from the UUA, and then as spring was coming we were thrilled to receive a large number of highly qualified applicants and make a terrific hire.

Notable Ups Some high points we can all cheer for in this year just ending:

- **The Afghan Welcome** ministry, which was quickly developed in response to the August crisis in Afghanistan and the expected influx of refugees into our region. A large team was formed, money was given, a family has been sponsored, and our ministry extended to collaborate with community partners to support hundreds of refugees still not "adopted" – notably with a highly-publicized sewing machine initiative!
- The **Faith Development** ministry continued to offer in-person gatherings – for a time indoors, and mostly outdoors – safely masked, including clean-up projects in parks. The important comprehensive sexuality education program (OWL – Our Whole Lives) was offered! Many enjoyed participating in very successful adult offerings on-line.
- Quality Sunday morning **community worship** continued – twice outdoors in parks, many days on-line only, and more and more ambitious dual platform (for 3 Sundays in August, 5 in the fall, and now every Sunday since March 20!). Attendance stayed steady, and has grown as this spring we welcome newcomers and are grateful for the choir's in-person return.
- **Social Action** commitments have remained steady – with the monthly Social Action Collection program and continued involvement with partners such as IMPACT, PACEM, our Food Ministry, and more.

- **The Stewardship Ministry** is being strengthened, as we continue to increase the congregation's generosity, make plans for future revenues, and manage resources well.
- **Young Adult Ministry** seems to be coming back to life, with 20-somethings gathering each week.


Notable Lows The year revealed the areas the congregation will need to work on in the upcoming Developmental Ministry era. This year we noticed

- The need to foster new ways for congregants to come together, following the fatigue of more than two years of e-community. The Small Groups ministry continued, but was not able to grow as hoped, and other community-building programs have been delayed.
- While our pledging is growing, we are still faced with the need to increase revenue, so that we will be able to achieve financial goals: meeting our contribution expectations to the UUA, repaying a large loan, adequate staffing support, and adding to reserves.
- Leadership development and committee structures need to be enhanced and re-energized as UUCville emerges from the dual trauma of the past several years – wounds from conflict and effects of Covid-separation.

Promise of Emerging Hope The VERY good news for UUCville is this: there are so many positive signs of hope and new life as you emerge from the recent challenges.

- You have shown wonderful resilience. In spite of the tremendous blows you suffered in the past 5 years, you have not only survived, but shown real signs of thriving.
- You have kept ministering to one another and the wider community.
- You have had the two most successful pledge drives of your entire history, despite the challenges and decreasing numbers of pledgers.
- You have a committed and talented staff team, now enhanced by the addition of Leigha Rae as Office Assistant
- You are welcoming new people every week, and many are becoming quickly engaged.
- You have wonderful, spiritually mature, committed lay leaders serving on the Board, on committees, and developing new ministries.
- You have a wonderful, talented minister arriving in August – The Rev. Tim Temerson, who has a proven track record of success in helping a congregation's work on developmental goals.

My thanks to all the committed and faithful leaders – staff and volunteers – who have kept UUCville supported and steady, even as you felt the turbulence of the ups and downs of your spirits, world events, and the congregation's resilience. It has been a privilege to serve with you.

Blessings on your continued journey.  Rev. Linda Olson Peebles

PASSAGES (May 2021 – May 2022)

Members Who Have Died

Mary Rose Curtis

Robert J. Gross
Lee Lightbody
John Redmond

New Members

Angela Orebaugh
Clarisse RePass
Kendall RePass
Tammy Wilt

Rev. Leia Durland-Jones, Minister of Faith Development

My report this year reflects how we responded to the necessity of navigating through the second year of the COVID pandemic in our congregation's faith development program. Adaptivity and flexible were essential components. RE Assistant, Caroline Heins, and I often found we could only plan about two weeks out and that Plan A would shift to Plan B or C and then sometimes back to a modified Plan A. Through it all, we continued to co-create a vital, loving community with opportunities for all ages to learn, reflect, grow, serve, and thrive. What follows is a recap of the year and how we moved through it together.

July and August

- Sunday morning program outdoor (masked), in-person FEEFIE (**F**aith **E**ducation, **E**xploration and **F**un **I**ncluding **E**veryone) for families with a focus on the UUA's *Love & Help* Program (a program that fulfills Scouting requirements, too.) Children, parents, and families met on church playground. Activities focused on connecting with others and building relationships while having fun at church as we appreciated in-person gatherings again.

September, October, and November

- *Family and Children Faith Development*, Sunday mornings outdoors, masked, in-person echoing the monthly ministry themes explored in Community Worship. It is lovely to have our families engage in faith exploration together at church and then be able to continue their conversations at home.
- *Middle School Group* (fifth-seventh grades) met weekly in our outdoor "classroom" on the side lawn of Summit House. Activities included: learning about St. Francis and the

interconnected web of life, "Breakout Room" games, scavenger hunts, walk to Bodos for lunch, Halloween fun.

- *OWL* for 8th & 9th grade youth on Sunday afternoons.
- *YRUU* (Senior High Youth Group) met weekly on Sunday at 12:15. Activities included gathering around the church's firepit for conversation, a ritual of release from the previous year and welcome for the academic new year, a field trip to the Memorial to Enslaved Laborers at UVa and volunteering at Casa Alma with gardening tasks and painting projects.
- *Community Worship & Sanctuary in Action*—Because we were not yet able to worship indoors in person, the congregation met in-person but masked on October 17 at Forest Hills Park for our first "*Sanctuary in Action* Worship in the Park" service. We collected food for the food pantry and did a trash clean up at the park following the service. We celebrated our annual *Ancestors' Sunday* on October 31 with a few congregants present in the sanctuary while most attended via Zoom. We had another wonderful "Worship in the Park" on November 21. Margaret Gorman led us in a *Sanctuary in Action* meal packet project. We made over one hundred meal packets that were delivered to the UVa Medical Center and put to good use by hospital social workers supporting those experiencing food scarcity.
- *Adult Faith Development* classes offered in the fall: bUuddhism 101, UU Parenting, 5 Rhythms Dance, Active Hope, Support for Your Spirit in Challenging Times, Evil & Why Do Bad Things Happen, Soul Collage, and Healing from Religious Trauma.

December

- *Family & Children Faith Development & Youth Programming* moved indoors (with face masks on, open windows and doors, air purifiers and fans for sufficient and safer airflow.) Unfortunately, due to a spike in COVID cases, our return to indoor programming was limited and we resumed meeting outdoors. During inclement weather, we gathered on Zoom.
- *Holiday Services* - The rising COVID cases in our area necessitated that our holiday service be offered via Zoom only. Our virtual interactive nativity pageant and its cast lives on in our memories.
- *Winter Holiday Party & Solstice Lantern Walk*— We held a lovely, modified Winter Holiday Party and our outdoor

Solstice Lantern Walk around the lake at Peter Jefferson Place.

- *Giving Tree Initiative* - 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. Over \$3500 in gift cards were donated by congregants to the Family Support Team at Greer Elementary School to be used to assist families in need.
- New Year's Eve Labyrinth walk, COVID style - this annual tradition was held in the afternoon instead of the evening and on our outdoor labyrinth instead of our indoor canvass labyrinth. It was well attended by thirty-four people who came to the walk, ages 2-91, and appreciated by all who participated.

January and February

- *Family & Children Faith Development & Youth Programming* shifted this winter to outdoor gatherings at local parks for COVID safety. All ages were welcome, and people of all ages attended. We met at different locations each week including Pen Park, Riverview Park, IX Art Park, The Botanical Garden of the Piedmont, McIntire Park, and Azalea Park. We put our faith in action with trash clean ups in each of these community spaces. We had warming fires in picnic shelter fireplaces, when possible, enjoyed hot cider, hot tea, cocoa with marshmallows, and baked goods. On February 6, we partnered with PHAR (Public Housing Association of Residents), our congregation's social action collection recipient, for a trash pick-up at a public housing complex at their invitation. It was wonderful to meet residents as well as the PHAR leadership.
- *Community Worship & Sanctuary in Action* - We had a festive drive-by event February 13 to collect Valentines and welcome notes for those who recently moved to Charlottesville from Afghanistan. Maggie Record volunteered to create and deliver holiday gift bags using the Valentines made by the congregation.
- *Adult Faith Development* classes - Into the Looking Glass (exploring racism), The Great Questions of UU History, Tai Chi for Health, Exploring UU Spirituality, Exploring our

Relationship with Jesus and/or Christ, Creating Your Own Scriptures, Active Hope, 13th annual Women's Dream Quest, Exploring and Reimagining UUism at its Core, and Grief 101. We made our AFD programs available to other UU congregations in our region and had participation from UUs in other parts of the state. Our Women's Dream Quest was virtual for a second year due to COVID and had local participants as well as registrants from Arkansas, California, Massachusetts, Vermont, and North Carolina!

March, April, and May

- *Family & Children Faith Development & Youth Programming-* What joy it was to gather in person again 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 fourth grade and younger meet on the playground with the focus being the UUA's 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. Sessions so far have included celebrating the web of life, learning about nature's partnerships between species, honoring our campus' sacred trees, exploring the importance of balance in our ecosystems, the qualities of habitats and more. Participants have made birdhouses out of gourds and are raising caterpillars that will hatch this spring as painted lady butterflies. Worm farms are coming soon! Each lesson connects back to our Unitarian Universalist faith. Our middle school youth group meets at the same time. They have 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, volunteering at Casa Alma and continuing to supply the UVA medical center with meal packets as well as playing Badminton. Important conversations happen every week about world events, ethics, values and how to live our faith as UUs.

- An *emerging adult and young adult group* has been forming this spring with weekly gatherings following Community Worship for coffee and sometimes, lunch.
- Our congregational celebration of Easter on April 24 was pure joy. From our worship service to luncheon to activities (including paper mache egg decoration, temporary tattoos, spring garland crown making, soccer game, daffodil bulb give away to egg hunt in exchange for an Easter goodie bag) it was a wonderful day.
- We will have a special multigenerational Community Worship service on May 22 *Marking Passages Sunday* and after church, a soup Sunday party with cake to celebrate the events we missed during our 2-year Covid shut-down - birthdays, anniversaries, graduations, marriages, memorials.
- We will celebrate Flower Communion and I will preach on May 29 (Memorial Day weekend)
- I am collaborating with women in the congregation to reimagine and launch 'women's spirituality' groups for those individuals in our congregation who live and identify as female, regardless of assigned sex at birth or who are gender fluid. We hope these opportunities will begin to coalesce starting in June.

June & July

- We continue to live into our "new normal" with the changes in how do things because of the pandemic. Instead of our Sunday morning Family & Children Faith program winding down as the school year ends, we will continue to offer robust Sunday morning Children & Family Faith Development through July.
- We will celebrate our high school and college graduates on Sunday June 5 with our annual Bridging service followed by the congregation's annual meeting. Sunday June 12 is a big day as we say THANK YOU and bid farewell to beloved Rev. Linda. We will celebrate her powerful ministry with us these past two years and honor the many gifts of her ministry to our larger denomination as she moves into retirement. Bring your hanky. I will preach on Sunday June 19 as we celebrate LGBTQI Pride.

- I will be staggering my vacation time throughout the coming year so that I can be available as a ministerial presence during the month of July as we anticipate Rev. Tim's arrival in August.

Throughout the year

- Rev. Linda and I worked with members of the Pastoral Care Coordinating Committee and Pastoral Visitors to cover **pastoral needs in the congregation**. It was an honor to officiate at the memorial services for John Redmond, Lee Lightbody, Joyce RePass and Mary Rose Curtis. I also officiated at the wedding of Cooper Brett and Kaitlyn Staples in May.
- Like so many others, I offered behind the scenes support for **our pledge drive** so that we had a successful campaign and can continue to fund our important ministries. To encourage participation, there was a raffle prize drawing for families with children who pledged with three awesome prize packs and a grand prize pizza picnic luncheon with Rev. Linda and myself. Such fun!
- It was a joy to preach regularly (about once a month.) In May, I served as the guest preacher at the UU congregation in Lynchburg. I curate our weekly Wednesday email, *Your Soulful UU Home*, with Mailchimp formatting support from Caroline Heins, RE Assistant.
- At the request of the Board, I served on the Building Use/Re-Opening Task Force. We met weekly much of the year to assess COVID risk in our area and recommend safety plans to the Board for building usage during the pandemic.

It continues to be an honor and a gift to serve as your Minister of Faith Development.

In faith, Rev. Leia

UUCville Board President's Annual Report

Pam McIntire

This year, 2021/2022, has been another interesting pandemic year for the Unitarian Universalist Congregation of Charlottesville. In June 2021, the congregation voted to change our name from Thomas Jefferson Memorial Church Unitarian Universalist to the

Unitarian Universalist Congregation of Charlottesville (UUCville for short).

In September, because of limited resources, we had to eliminate the position of Assistant Minister and our dear Rev. Alex McGee departed in September 2021. We said goodbye with regret and deep thanks to Rev. Alex who carried us through a very difficult time.

The congregation adopted a refugee family from Afghanistan and donated furniture, household items, and financial support to the family. Mentors from the congregation are helping the family adjust to living in the US. This endeavor highlights the congregation's generosity and care.

Our hardworking staff and a team of dedicated volunteers reviewed all the member records and contacted members who have not participated in services or other activities or pledged so we could determine who are actually our members and so we can plan more accurately. We determined that our membership is much less than had previously been on our books. We now have 299 members.

The pandemic has been hard on our revenue, with decreased rental income and plate collections. This spring, we have had an inspiring Pledge drive for 2022/2023 and many members increased their pledges by large percentages. With a second appeal to many members, we were able to close much of the gap and fund most of our important priorities including our Developmental Minister position, pay increases for staff to bring them closer to the UUA recommended salary levels, staff support for dual platform services (so we did not have to give up zoom participation), increases for grounds maintenance, the buildings and grounds reserves and a small payment on our unsecured loan.

Unfortunately, we were not able to fully fund our staff's professional expenses nor the HVAC system replacement for Summit House. We were only able to contribute \$5000 of our \$37,733 recommended contribution to the UUA. While stewardship ministry is definitely something we need to focus on, it is amazing how well we have done through such difficult times. We can celebrate our generosity in supporting our beloved congregation and all our valuable love-in-action activities!

The pandemic also made it hard to connect with each other and feel the same spiritual and emotional nourishment as we did when we were in person. Our Reopening/Building Use Task Force worked hard evaluating the data and science of COVID 19 and making recommendations to ensure that no one got COVID by being a part of UUCville. With the high rates of infection in our health district, this meant limiting in-person gatherings of all kinds

including Sunday services (which we did online through Zoom most of the year). Many dedicated and creative people designed Zoom services, drive by events, and outdoor gatherings to help us stay connected. As the infection rates, vaccination availability, transmission rates and immunity in the community changed, the task force adapted recommendations (<https://uucharlottesville.org/wp-content/uploads/2022/04/February-23-2022-Congregation-of-Charlottesville-Board-Meeting-Minutes.pdf>).

Happily, we were able to have two well-attended outdoor in-person services-in-the-park in the fall, and to open the church to Multi -platform (in-person, Zoom and Live Stream) Sunday Services for five services in the fall, and then again following the Omicron surge on March 20, 2022. We instituted the COVID Safety Protocols of: asking that all in-person attendees be fully vaccinated and wear N95 or KN95 masks while in the building, that no one with symptoms attend events, that everyone maintain 6 feet of separation between pods (people who ordinarily spend a great deal of time together) and we limited the number of people in the sanctuary. Faith Development for All Ages RE continued throughout the year, outside at Rugby Road in the fall and spring, with a Winter "omicron" series of gatherings and clean-up hikes in area parks.

Despite these challenges, we have made great strides in understanding who we are as a congregation, in communicating with each other, and with setting goals for the future. Our interim minister, Rev. Linda Olson Peebles, spoke to many members one on one and in small groups and to the whole congregation. She did a thorough interim assessment of our strengths and our needs (<https://uucharlottesville.org/a-summary-of-the-interim-ministers-thoughts-about-uucville-developmental-needs/>). She identified five areas of Developmental Needs: Identity, Structures, Stewardship, Leadership, and Theology, Covenant and Mission. She noted to strengthen our congregation we need to shift from being

- "liberal white" toward being intentionally anti-racist, multi-cultural and multi-generational.
- from being a private group of like-minded individuals toward being a public community covenanting for communal well-being.
- from being a group challenged by the complexities of interpersonal connections to being an "authentically relational" community.

- from tasks and groups being “siloed” to being collaborative.
- 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.
- from seeing membership as joining a club to access its activities, to seeing membership as the chance to invest, grow, and serve the mission.

The board considered this assessment and held Congregational Conversations to identify Goals for Developmental Ministry. The board and the Developmental Minister Search Committee listened to the congregation and wrote these goals:

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.

These goals were listed in our Congregational Record with the UUA as part of our application for a Developmental Minister. We were extremely fortunate to hire Rev. Tim Temerson to be our Developmental Minister to start in August, 2022 when Rev. Linda Olson Peebles completes her interim minister years.

Throughout this year, the board has worked hard to assign to and monitor with staff the management of the church and to focus more on governance: listening to the congregation, examining the big picture of our needs and identifying the policies we need to support to be on the best path. The board has identified these priorities: becoming a more welcoming congregation, with a healthy, inclusive culture; building a growing congregation; listening to all the voices of our congregation; nurturing a culture of giving, and learning about effective governance.

Despite the pandemic challenges, committees continued to meet and work. The grounds are beautiful. We have had terrific yard

sales online. The Personnel, Nominating, Finance, and Membership committees have put in many hours to ensure we run smoothly. We have continued our social justice work in the larger community and offered meaningful pastoral care to our members. I am grateful we have such dedicated volunteers!

Our incredible staff worked unbelievably hard this year to keep us going. Rev. Linda's wisdom and guidance helped us to focus our energy and see ourselves in a new light. We are so very grateful for all her dedication, open-hearted engagement with us, and hard work. We will miss her!

Rev. Leia's wisdom and creativity helped us to recreate a vision for RE in a pandemic, gave us spiritual inspiration through weekly emails and services, provided comfort with pastoral care and guided us in big picture thinking. Scott continued to adapt to COVID times with recorded and live music for Zoom services and, in recent weeks, with in-person choir gifts. Sean Skally, our Director of Administration and Finance, took on caring for the congregation and the building in more ways than I can mention, from technology expertise, to financial management, to designing and implementing an elaborate technology system for Sunday mornings. We could not have managed without him. Caroline Heins, was unwavering in her support of the office and RE programs. We welcomed Leigha Rae, our new office assistant, this winter and we are already appreciating her skills.

I am looking forward to continuing to reopen to in-person events and to begin welcoming newcomers to our community of active loving kindness.

Active Minds 2021-2022 Annual Report *in (Another) Year of Covid.*

Members (on Zoom): Ed Barber, Stephen Blair, Bayard Catron, Mark Day, Greta Dershimer, Gayle Floyd, John Lineweaver, Diana Scott, Jean Umiker Sebeok, Gerry Seedyke, Manny Vasquez, Laura Wallace.

Active Minds (AM) has continued to meet weekly via Zoom (including summers) since March 26, 2020, two weeks after what was then TJMC-UU suspended all church use because of the Covid-19 pandemic. Sean Skally was truly indispensable in helping this tech-challenged group adjust to the new world.

Even so, about half the members, mostly 80+ years old, did not make the transition. (Barbara Y., Sallie Kate, Rick B., Virginia J, Tom C., Helen W., etc.) All of them were included on

the Phone Tree, which was rapidly developed by Greta Dersheimer in response to the closing of the church (see her upcoming report) to insure that particularly vulnerable people maintained connection with the church. Greta's 2020-21 Annual Report on the Phone Tree summarized the successful year and the closing of the PT, and suggested a way forward. (See her upcoming report on "Circles".)

2021-22. Over the summer of 2021, Active Minds was relatively stable at 8 regulars. We created a Seniors Phone Directory including all those on the Phone Tree list as of April 2021, when it was phasing out. And we expanded our email list to include others. (The Directory was hand-delivered to the five on the list without email addresses.)

This provides networking opportunities for people to stay in touch with one another, and with UUCville. Occasional news updates have kept the larger group informed, for example, of the death of a member, and the announcement of our new Developmental Minister.

Bonney Andrews, who served as our Active Minds facilitator, died in August. Bonney was a generous and loving spirit whose engaging manner animated our meetings; we always enjoyed her thoughtful comments on issues, and stories from her adventuresome life.

New members joined the "zoomers" over the winter: Laura Wallace joined in December, Diana Scott in January, and Gayle Floyd in February; and long-time member John Lineweaver is attending regularly again too, so weekly attendance now averages 10-11.

We made a modest change in the web language and meeting time (to Th., 1:30), and reinstated the opening/closing poem. We have occasional "programs" led by a member, most recently on loneliness and on images of aging.

The "zoomer" group now regularly supplements its weekly meetings with email exchanges, posting tidbits, references, poems, etc. -- considerably expanding and deepening our interactions.

The dozen of us have adapted pretty well over the past two years to being a "circle" of Hollywood Squares, and in fact we now appreciate the advantages of meeting online. We have discussed returning to in-person meetings, and were tentatively

planning a trial meeting in April, but the group decided to cancel it and revisit the issue later. A "bonus" meeting is now being planned to provide an in-person reunion of older members who did not make the transition to zoom. -- Bayard L. Catron

Aesthetics Committee

Members for decisions about Glenn Short Trust improvements: Beverly Ryan, Donna Redmond, Carole Black, Jude Bias, Trudy Rohm, Elizabeth Breeden, Flame Bilyue, Sally Taylor, Sandy Brooks

In April of 2021 the committee decided about what to do with the Jefferson quotes in the Foyer, the paint colors of the Foyer and bathrooms and the hallway outside the office doors. It was decided to take down the quotes, mount them temporarily on foam core and allow the new minister to tackle the church wide conversations about their importance to us and thus the places we might display them.

Altar Decorations—Maggie Ober

Members: Patty Wallens, Cindy Mick, Maggie Ober, Michelle Goodrich, with Nik Skaggs as consultant.

The Altar decorations have gone on during the shutdown. We meet monthly to decorate the altar, using the Soul Matters theme for the month, and take pictures to send to Sean and Leigha for the weekly newsletter and some of the services

Archives Team

Sally Taylor led a team of volunteers working on the consolidation and transfer of all the church's archives to a dedicated basement space during 2020 - the old boiler room!

Aside from the three-season chilly temperatures down there, the space works well. Table space for boxes and sorting is readily available in the old kitchen nearby. When Sally left town for a time in 2021, Wayne Arnason and Sandy Brooks were invited by Rev. Linda to volunteer on further sorting projects.

Wayne Arnason has assumed the lead role in this team now, and is open to volunteers joining him, usually on Wednesday mornings from 10:45 am to 12 Noon, to bring further order to the archives and to conduct research for requested projects. Contact him at warnason@gmail.com if you have any interest. It's a great place to be a church volunteer in the heat of the summer!

This year we have researched the history of the church's designated endowment funds, the records about the history of the building, and the necessary records to retain from an extensive

Religious Education Program archive. An immediate goal for the year ahead is to update and expand the occasional efforts that have been made to write a comprehensive history of TJMC/UUCville's history with race, racism, and anti-racism. As George Santayana once said: "Those who cannot remember the past are doomed to repeat it".

Art Show

Committee Member: Elizabeth Breeden

The Art show was exhibited digitally from July 1 to December, when the first live show, the All Church Season of Light Show, was displayed both digitally on our website and on the newly painted sanctuary walls. Artwork is seen in our Wednesday Wondering newsletter as well as on a dedicated page on the website: <https://uucharlottesville.org/?s=art+show>

The following artists showed this fiscal year:

July	church year review (June-July)
August	
September	Sara Gondwe
October	BozArt Group Show
November	BozArt
December	All Church Season of Light Show: first digital & live show

2022 Digital/Live Show

January	Shirley Paul
February	Dolly Joseph
March	Matalie Deane
April	Matalie Deane
May	Donna Redmond
June	Donna Redmond

CareNet

Members: Lara Call Gastinger & Sandy Brooks

CareNet is a network of all members and supporters of TJMC designed to help members and supporters of our community during times of special need. We speak with the person needing assistance to determine their needs and place requests via email. CareNet efforts are coordinated with Pastoral Visitors and the ministers.

CareNet provided meals for church members using www.takethemameal.com to coordinate meal delivery.

CareNet, primarily Sandy Brooks, was also a part of organizing the pandemic phone tree and the Errand Volunteers.

Clear Spring Buddhist Sangha

Clear Spring Buddhist Sangha was founded in 1994 by Marian Morgan and Rev. Wayne Arnason, bringing form to what had been an informal Zen sitting group Rev. Arnason had led for years. Clear Spring has continued ever since with Marian Sensei as the teacher following her formal authorization. Despite now living in London, Marian Morgan continues as the group's guiding teacher. Her contacts have helped Clear Spring expand into a sangha with two sitting group locations, here in Charlottesville at the UU Church, and in Allentown PA.

The pandemic disrupted the usual Wednesday evening 7 PM sitting meditation in the upstairs Blue Room at the church. All sitting sessions, and half-day zazenkai's have been facilitated by Zoom since March 2020, and that has proved useful for a dispersed sangha. We gather now weekly via Zoom for a half hour of sitting, and an hour of teaching and discussion from 9 AM to 10:30 AM on Sundays, just before church. No decision has been yet been made about returning in the fall to the in-person sitting at the church. In October 2021, Clear Spring held an in-person weekend sesshin, or intensive meditation session, in Crozet at a private zendo constructed by one of our members. Eight people participated.

Inquirers and experienced Zen meditators are always welcome to join us. A third of the regular members are UU's. Wayne Arnason can act as the contact person for the sangha. You can reach him at warnason@gmail.com for more information about Zen practice or about Clear Spring sangha and for the Zoom link to join us on Sundays.

Communications Committee

The Communications Committee uses technology to enhance relations within our church community, broaden our outreach, and sustain and strengthen our connection with one another. The committee maintains the UUCville website adding and updating content submitted by staff and church members. Weekly the committee posts information about upcoming services, events, and activities within our congregation. The committee also posts content to the congregation's social media accounts.

On request, committee members work with staff and church members on other communications projects, such as the Wednesday and Friday emails or the pledge drive. During the March 2022 pledge drive, the committee created and published a weekly email

newsletter, developed content for social media and the website, and created printed material mailed to friends and members of the congregation.

In 2021, the committee had two members, Achsah Carrier and Joanna Hickman. Jude Bias joined and took the lead during the 2022 pledge drive and continued working on the website through the spring.

Contemplative Worship

Members: Cindy Mick, Maggie Ober, Michelle Goodrich Leia Durland-Jones

Contemplative worship hasn't been meeting, so there's not much to report on that front. I hope we'll get back on board in due time.

Covenant Group Steering Committee

Group/Committee members: Cathey Polly, Bev Ryan, Patsy Swindler

Overview: The Covenant Group Steering Committee was established to promote small group ministry within our congregation, to work with the minister to recruit and train new Covenant Group facilitators, and to publicize the registration process to connect people with covenant groups.

2021-2022 Accomplishments:

1. Facilitator training with Reverend Linda Olson Peebles.
2. One Soul Matters Group (new), and 6 Covenant Groups (1 new)
3. Covenant Groups are meeting in person and via zoom when needed.
4. New registration system via website initiated.

2022-2023 Goals:

1. Increase the number of trained facilitators within the congregation to increase the opportunity for participation in covenant groups.
2. Continue support of current groups.
3. Explore the option for hybrid zoom/in person groups to allow for greater participation.

Submitted by: Bev Ryan

Depositors: Trudy Rohm

Members: Marvin Edwards, Marian Wendelin, Trudy Rohm
Recorded cash, check and credit card receipts plus made bank deposits consistently throughout the year.

Developmental Minister Search Committee

Search Committee Members: Kim Curtis Chris Little Pam McIntire
Larry Moulis Liberty Powers Ann Salamini

The Developmental Minister Search Committee interviewed six excellent candidates for Developmental Minister. The Committee was delighted that the UUCB Board of Trustees hired the Reverend Tim Temerson to be our Developmental Minister starting in August 2022! Rev. Tim impressed the search committee with his passion for Unitarian Universalist principles and values, his wisdom and experience with stewardship, his commitment to anti-racism and anti-oppression work, his deep interest in religious education, and most of all his vision of collaboration in all parts of ministry. Rev. Tim will begin at UUCville on August 1, 2022. He will take on the role of Lead Minister, as Rev. Linda Olson Peebles departs, and he is joining the current staff team - Rev. Leia Durland-Jones, Minister of Faith Development; Sean Skally, Director of Administration and Finance; Scott DeVeaux, Director of Music; Caroline Heins, Faith Development Assistant; Leigha Rae, Office Assistant. Pam McIntire

Elder Dinner

Invitation language: It was decided that the Elder's Garden Party, held on June 26, would be in two shifts, at 9:30 or 10:30 to prevent overcrowding. David Shutt agreed to receive the RSVP. It was decided to Zoom the event (using an ipad) if participants felt uncomfortable "live," and we would feature that both ministers would attend. Volunteers were recruited via a sign-up genius for food and set up, serving or clean up. Tour guides would show the recent improvements to the Sanctuary and Parlor by the Glenn Short Trust. Transportation would be provided upon request. Jude Bias agreed to photograph the event. Volunteers brought flowers, baked goods, sandwiches, cookies, and fruit on skewers. Snail mail invitations were sent to all congregational members over 70 and a newsletter announcement/ invitation posted for 2 weeks before the event. The event was a

wonderful success with over 40 members and 15 volunteers having a great time.

Environmental Action Group

In the fall of 2021, Sharon Baiocco led a thought-provoking Faith Development class on the work of Joanna Macy, a leading environmental activist, author, and scholar of Buddhism, general systems theory, and deep ecology. Using Macy's book, **Active Hope**, it became clear that her program, used throughout the world, can nourish our capacity to act for life on earth.

Also in the fall of 2021, an environmental column for the UUCville weekly newsletter was launched at the suggestion of Reverend Leia. Called **Tips for Healing Earth**, the column offers tips on environmental actions in three broad areas: Ways to lower your carbon footprint; emotional, psychological and spiritual healing to enable environmental action; and organizations that can help you push for systemic policy change.

During the course of the Active Hope class, it became clear that, for active hope to flourish, a long-term support group would be necessary. This led to the creation, in early 2022, of a Faith Development study-action group, **Active Hope**, which meets on the second Monday of each month. This group is designed to deepen community and strengthen and support our resilience, self-care and capacity to act for life on Earth. Open to everyone, group members nurture one another through small group sharing of thoughts, feelings, and concerns about the climate crisis. Special focus is given to listening and presence. Taking advantage of both online and in person communications, learning and engagement is facilitated through self-paced trainings, workshops, book discussions, and small group climate actions within the UUC and area communities.

In April 2022, the Earth Day service, led by Reverend Linda Olson Peebles, featured presentations by three members of the Environmental Action Group: Sharon Baiocco, Angela Orebaugh, and Jean Umiker-Sebeok, each describing the life events that led them to their search for a practice of active hope in community with others in light of the multitude of deadly threats the world is facing.

Finance Committee

Committee Members: Marian Wendelin, chair, Kay Frazier (Board Treasurer), Sean Skally (DAF), Gloria Morgan, Rosalie Simari, Doug Webbink

Committee Overview:

We act as an oversight committee and advise the Treasurer and the Board in financial matters, including the creation of a budget. Additionally, we consider fund raising requests and other issues related to the finances of UUCville.

2021-2022 Accomplishments:

The Finance Committee assisted in preparation of the FY21-22 budget and the FY22-23 budget. We reviewed financial reports each month and advised the DAF on reports and procedures. We also assisted in reviewing the revised gift and grant policies. The Finance Committee continues to meet monthly on Zoom and conduct business by email as required.

2022-2023 Goals:

Continue with budget preparation activities and monthly review of financial reports. Advise the Treasurer and the DAF on policies and procedures, as well as revenue enhancement and expense reduction opportunities. Attract new members!

Submitted By: Marian Wendelin, Finance Chair

Food Pantry

Members: Carol Saliba, Gloria Morgan, Donna Redmond, Mary Ann Gentry, Sarah/Bob Jacobson, Beverly Gorham, Nancy Hurrelbrink, Caroline Heins, Mary Beth Wiley, Wayne Arnason, Bobbie & Peyton Williams, Deborah Harkrader, Linda McGee, Jude Bias, Lorie Craddock, Terry Epp, David Powell, Ellen Longmoore, Elizabeth Breeden

Each 1st Friday of the month volunteers gather to receive ordered food from the Blue Ridge Area Food Bank, unload the truck in the Summit House parking lot and load bags of food for customers whose cars are loaded directly. Clients are registered in the Food Bank software and food amounts of distributed food are reported to them as well. During the 9 months between July, 2021 and April, 2022, we distributed an average of 2,255 lbs of food each Friday to an average of 52 people (17 families) each month. We spent only \$710 during this period, because COVID grants from the Food Bank were still being used. We purchased 100 grocery gift cards (\$25 each) to disperse to clients for November and December. The extra cards are given to our own congregation members throughout the year at the discretion of our ministers, especially at Thanksgiving and

Christmas. Our appeal to the congregation as part of the Social Action Collection in November, 2021 yielded \$3084.

Glenn Short Trust

Members: Sally Taylor (chair), Dick Somer, Don Landis, Bev Ryan

Commonwealth Glass and Mirror Company installed the playground door but it was not fully functional. We are waiting for the replacement parts to arrive. The Edgewood Lane, Rugby Road and Chapin Garden doors were damaged and had to be reordered. It is expected that those doors will arrive and be installed in June, 2022. We have \$23,000 left in our fund. With these remaining funds we plan to install new locks in all of the church building doors and to have the foyer and Edgewood Lane hallway painted in the colors chosen by the Aesthetics Committee. Sally Taylor

Hospital Meal Packet Program

After a lower demand for meal packets during the UVA Medical Center shut down last year we once again have regular requests from the social work office. The people at UVA want our congregation to know how much they appreciate our support. At this time our meal packets go primarily to the Emergency, Pediatric Intensive Care and Neonatal Intensive Care Departments. The social work office keeps a clip board next to the closet where they store the meal packets. The nurses or social workers sign out the meals and indicate where they will be used so that it is possible to keep a tight inventory of the product of our hard work and generosity.

We delivered about 600 meal packets between June, 2021 and April, 2022. I anticipate one or more requests in June.

The congregation put together 102 meal packets after our worship service at Darden Towe Park in November. The children in the religious education playground worship service assembled 48 meals in August. We relied heavily on the YRUU to put the meals together regularly over the fall and winter.

The cost of meal packet supplies went up this year. We are fortunate to still have a good supply of cutlery and napkins left from when the Interfaith Humanitarian Sanctum closed down. I do my best to shop for the best prices for the unique items that we need for the meal packets and keep the contents as nutritious and appealing as possible.

Many thanks to the congregation for its continuing support of the hospital meal packet program. It meets an important need in the community and is fun and fulfilling for the people who put them together.

Margaret Gorman

Hospitality

Members: Elizabeth Breeden, Lorie Craddock, Beth Jaeger-Landis, David Shutt

We served an outdoor Soup Sunday on a sunny warm day at Forest Hills Park and a cool but sunny day at Darden Towe Park. We did not offer hospitality Soup Sunday or coffee in the Social Hall until April. We began serving outdoors but are now serving next to the exit doors and encouraging folks to drink/eat outdoors. There is good bye reception planned for Rev. Linda on June 12 and a welcome reception planned for Rev Tim on May 22.

Labyrinth Ministry

Members: Patty Wallens, Leia Durland-Jones, Cindy Mick, Maggie Ober, Michelle Goodrich

The Labyrinth Ministry is an umbrella that is involved with 3 main groups/events: the Contemplative Worship Team, the Women's Dream Quest, and the New Year's Eve Labyrinth Walk. Because of the continuing pandemic, these events and groups have put some events on hold and shifted others as needed. The Contemplative Worship Team has kept their Wednesday walks on hold until the church building can be used again. The Dream Quest was once again held online, instead of being an overnight event at the church. The Dream Quest Planning Circle planned a rich offering of online opportunities and created packets for the 35 participants. The New Year's Eve labyrinth walk was held from 2-4 pm on the outdoor labyrinth and about 35 people attended. And we are planning to participate in World Labyrinth Day on May 7 by holding a walk on the outdoor labyrinth from 1-2 pm, in solidarity with labyrinth walkers around the world.

Last fall the Virginia Chaplains Association borrowed our 2 smaller labyrinths to use on their annual retreat.

2021-2022 Goals:

Continue the above events and explore other opportunities to offer the labyrinth in its different forms to our congregants

and the wider community. We hope to return to in-building offerings when it is safe to do so.

Nominating Committee

Chairs: Elaine Chapman and Marcia Brecker

Members: Ann Salamini, Jude Bias, Danny Gray, board rep Breck Gastinger.

The nominating committee met via Zoom, with three Fall meetings and four Winter-Spring meetings. Initially, the open leadership positions included: three board positions, three Personnel committee members and three Nominating committee members. Two current leaders became interested in other open positions. A major focus of the committee had been to recruit leaders who are representative and inclusive of the larger congregation, with a diversity of new and longer-term members representing different age ranges, those of different gender and culture, and members with families engaged in RE programs as well as those of single or other households.

This year's nominating committee considered persons who had been recommended and contacted previously, newly interested persons and also searched for additional candidates. The committee used email, phone and in-person conversations to talk with approximately 50 people, providing information, and soliciting further interest. About mid-April, the committee prepared a slate of candidates, to be reviewed by ministers and submitted for congregational voting on June 5. Each nominee was asked to submit a short description of their interest in serving as well as their experiences and service in UU congregations. Next year the committee chair will be determined by the Nominating Committee, once new members are approved by the congregation.

PACEM

Committee Members: Elizabeth Breeden, Gloria Morgan, Linda McGee, Mandy Griffin

Our congregation provided food for the homeless guests of PACEM every Friday from June 4 to July 30 while they were hosted in the hotel. We then hosted the guests of PACEM in our Summit House from November 6 to December 4. Food during that month was provided by Evergreen Church, Westminster, Ivy Creek UMC, Olivet Presbyterian, St. Thomas Aquinas, Faith Christian, Beth Israel and CBI. We fed the guests during the week of September 19 to

25, 2021 and again from February 26 to March 4th, 2022 with the help one evening of Ebenezer Baptist Church.

Pastoral Visitors

Members: Cindy Benton-Groner, Bob Brett, Meg Dunham, Susan Erno, Karen Foley, Ellen Longmoore, Shirley Paul, Rosalie Simari, Patty Wallens

Pastoral Visitors continued to provide support to congregants through the continuing pandemic in ways that maintained safety for both congregants and Pastoral Visitors. When possible, Pastoral Visitors met in person, but more often met for videochats or maintained supportive contact by phone calls or emails.

Pastoral Visitors met monthly with Rev. Linda Olson Peebles to discuss congregant contacts, to support each other and to provide ongoing education regarding topics relevant to our work.

Changes: Shirley Paul, the founding member of the Pastoral Visitors, decided to step away from the role of Co-Chair but to continue to be a Pastoral Visitor. Meg Dunham agreed to Co-Chair with Patty Wallens. Patsy Swindler decided to retire from Pastoral Visitors. Cindy Benton-Groner, a Pastoral Visitor many years ago, decided to return and is currently a Pastoral Visitor. Ellen Longmoore applied, was accepted and is now trained as a Pastoral Visitor.

PAUN - Peace Action United Nations

Members: Doris Glick (chair), Al Reynolds, Kate Fraleigh and multiple non-active members

Activities:

PAUN did not meet during the past year due to covid.

PAUN continues to work with the United Nations Association (UNA) of the Blue Ridge to support UNA programs and to promote the work of the UN. Two PAUN members, Al Reynolds and Doris Glick, continue to serve on the Board of the Blue Ridge Chapter of the UNA. The Chapter has not met in person during the past year due to covid, however, they have sponsored the following:

- Sponsored several on-line programs throughout the year to support UN priorities.
- In April UNA participated in an outdoor rally on the downtown mall to raise funds to support Ukrainian refugees. As a result, money was sent to the UNHCR and to UNICEF.

PAUN welcomes new members who would like to support the work of the United Nations.

Doris Glick

Personnel Committee

Chair Person: Donna Redmond

Committee Members: Bev Ryan, Josie Taylor, Carol Gardner, Steve Brecker (through July), Bob Brett (replacing Steve Brecker), Elizabeth Breeden (Board Liaison), Sean Skally (ex officio)

Committee Overview: This committee reviews personnel needs, roles, job descriptions, and compensation packages. This committee manages personnel policies and, when asked, makes recommendations to the Board of Trustees regarding updates to these items. This committee is also tasked with facilitating the annual review process of all staff at UUC.

2021-2022 Accomplishments:

Staff evaluations were completed, using the shorter, more informal process. We recommended that Rev. Linda completes an exit interview with Pam in lieu of the evaluation. Also, in reviewing the timing of the evaluation process we decided to evaluate staff on a calendar year rather than following the fiscal year. By changing this we avoided trying to start the review just as summer begins.

We continued to work to determine whether staff were being equitably compensated, and recommended salary changes to work toward salary equity. We also worked on developing an equitable standardized benefits package.

We reviewed the ministerial contract for Leia, using a standard UUA contract. We worked on the draft contract and salary recommendations for the developmental minister. We also continued to review existing contracts/letters of agreement, updating as needed. We helped recruit candidates for the office assistant position. (Caroline stepped down from this role and will continue in the RE assistant position.) We also worked on AV contract positions.

We continued to update the Personnel Policy Manual, including the COBRA, performance evaluations, telework, and emergency office closings. The updates were approved by the board.

We reviewed the church bylaws, specifically the references to the personnel committee.

Sean worked to migrate our files from Dropbox to Sync.

We are currently working to complete a description of what the personnel committee does or does not do, and an annual calendar for the committee.

Committee members cycling off include Donna Redmond, Josie Taylor, Bev Ryan, and Elizabeth Breeden. The nominating committee is recruiting candidates for these positions.

Donna Redmond

Phone Tree

Background: Following release of the February 2021 report of the Phone Tree Survey results, which suggested some potentially useful changes in Phone Tree operations, the Phone Tree Callers began to collect information on their Contacts' preferences with regard to three options for further supportive communications with other congregation members: continuing to be called regularly; joining a small "Caring Circle" of friends who would be independently contacting each other on a regular basis; or needing neither of the first two options because they felt well-connected to other congregational members and well supported. The Caring Circles had been proposed as an alternative to the Phone Tree communication system because the Survey showed that when Callers were not already acquainted with their Contacts, communications between them did not flow as smoothly in many cases.

The preliminary results of this data collection process were included in the Phone Tree Annual Report of April 2021, but a final analysis of all responses was not completed until January 2022.

Final Results of Option Selections: Of the 39 Contacts remaining on the PT list (six had died, none of Covid) 22 chose the third option. Sixteen of them were quite actively involved with various church-sponsored activities through Zoom meetings or live outdoor social activities; 6 were minimally involved in such activities, but had close connections with individual congregation members who supported them. Two more had communication problems which made phone calls or Caring Circle membership less useful for them, but one was supported by a Covenant Group, and the other was attending live Sunday services and social events when these occurred. Two others wanted to continue to be called regularly, and their original PT Caller agreed to maintain periodic contact. Five women indicated some potential interest in joining a Caring Circle at some later time. A group of 8 organized independently as a Caring Circle in April 2021 and began meeting monthly.

There appeared to be no widespread need for a Phone Tree to continue serving the former Contacts, and the PT faded quietly away. Caring Circles as originally suggested were meant to be a replacement for the Phone Tree, but there was no apparent need for them to be developed to replace the Phone Tree, and no apparent strong interest was expressed by former PT Contacts to join a Caring Circle, so by January 2022 that idea was on hold.

Transition to Caring Circles: When the first Caring Circle of 8 formed in April 2021, it began with three people, who gradually suggested others to be added, and finally included Ed Barber, Bayard and Alexis Catron, Burnie Davis and Sandy Brooks, Greta Dershimer, May Guenin, and Gerry Seedyke. When the group began to meet regularly, the features that members seemed to enjoy most were: the flexibility to use varied procedures over time; the willingness of members to try new ideas suggested by others in the group; and the readiness to share and exchange responsibility for hosting and leading discussions and other activities.

Over time it became clear to the Circle of 8 members that Caring Circles should not be limited to the elderly or those experiencing social isolation. They could be useful within the congregation as a whole, helping members to strengthen and expand social connections, and expanding the capacity for outreach of the congregation.

In February 2022 the Caring Circle of 8 decided that they would like to help form two new Circles. They thought that these Circles might fit within the UUCville organizational category of Small Group Ministry. They contacted Rev. Leia Durland-Jones to explain this idea to her. She took the idea to the Pastoral Coordinating Committee in February 2022, and they approved the plan. Members of the Circle of 8 identified two known female friendship groups among congregational elders. In each case a "group organizer" contacted individuals one at a time to determine their interest in forming a Circle, and each got positive responses from several other people.

One group then met and negotiated a plan, identifying when and how they would communicate with one another, what activities they would like to engage in, and how frequently they would meet as a group. The second group was presented with a plan negotiated by three members. Two others readily agreed to the plan. Both groups liked the sense of independence to decide organizational matters for themselves, and agreed to accept the responsibility which that entails. Both also decided to call themselves a Friendship Circle, while agreeing to support each other in times of need.

At this point in time a Caring Circle or Friendship Circle at UUCville is defined as a group of 3 to 5 (or up to 8) members or friends of the congregation who have explicitly agreed to stay in regular contact with each other over an extended period of time.

Caring Circles are envisioned as arising primarily from friendship groups. They are self-organizing, self-managing, and self-sustaining. When forming as a group, Caring Circle members decide jointly the types and frequency of contacts and gatherings they will have, as well as the types of activities they want to engage in together. It is expected that over time these early choices may change, adapting to new group interests, experiences, or circumstances. The general focus is on developing closer connections with one another, and supporting each other when needed.

The Caring Circle of 8 has volunteered to provide information about Caring/Friendship Circles to other elders and to the wider congregation as well, and to assist interested members and friends in forming their own Caring Circles, if requested. Interested congregation members and friends are invited to contact Greta Dershimer or Sandy Brooks for more information.
(gretamae@comcast.net; 434-242-2897)
(ssbrooks@hotmail.com; 434-974-7525)

Policy Review Team

Members: Bev Ryan & Sandy Brooks (Breck Gastinger, Board Representative)

Purpose: For clarity and for appropriateness of purpose, the team reviews and makes recommendations of church policies and bylaws, current and proposed, at the request of the Board of Trustees or its representative thereof.

The team has met multiple times (via electronic means and in person throughout the year) for the following purposes:

Activity:

-Reviewed the following policies:

Gift, Remembrance Garden, Community Security, Grants

-Brought the Policy Manual up-to-date to reflect church's name change, and to ensure continuity of numbering and formatting.

Remembrance Garden

Members: Josie Taylor, Doug Horwitz, Wayne Arnason, Sally Taylor, Ann Salamini. Elizabeth Breeden

The following members or their family were installed in the Garden this year:

Robert (Bob) Gross

1941-2021

Lee S. Lightbody
1968-2022
Elmer L. Gaden, Jr.
1923-2012
Wendy Lin Tai Chun Tao
1939-2020
Kendall Repass MOM
19__-2021

The Garden installed a stone circle in the center of the square plot where ashes are interred. In the current fiscal year 10 contracts have been signed with 4 people installed in the Garden.

Social Action Council

In May of 2021 the Social Justice Council met to review applications for our monthly Social Action Collection. Applications, reviews and the meeting to decide the organizations were all online thanks to the leadership of Karen Prairie. A notice to attend the voting meeting (via zoom) was extended to the entire church via the newsletter. All past sponsors were sent a special invitation. Through the year, Debby Norton has contacted each SAC organization before their appeal to assure they have a video submitted and the Tech staff can upload it during the service for the appeal.

Traditionally we have guaranteed a SAC collection to our "in house" social justice organizations: Food Pantry, Hospital Meal Packets, and Impact. Therefore, there were 9 organizations who were chosen to receive a collection.

Here is a report for those collections for the calendar year 2021:

January	\$2024	PACEM
February	\$3545	Blue Ridge Area Abortion Fund
March	\$2498	African American Teaching Fellows
April	\$1084	Public Housing Assoc.of Residents
May	\$1121	Cville Immigrant Freedom Fund
June	??	Jefferson School African American Heritage Center
July	\$2070	B.U.C.K. Squad
August	\$2668	RISE Organization
September	\$4772	Impact
October	\$3084	Food Pantry
November	\$2141	Hospital Meal Packets
December	\$1694	Birth Sisters of Charlottesville

Soup Kitchen Committee

Co-chaired by Elizabeth Breeden and Bonnie Hansen
The Soup Kitchen rotates 6 teams to prepare and serve lunch every Sunday. The Haven's cafeteria remained closed January to early April for in-person dining; each team instead handed out approximately 60 bagged lunches at The Haven's doors. In-person dining service was resumed at the Haven mid-April. Teams consist of approximately ten members drawn from the congregation and greater community, serving every 6 weeks.

Current members:

Mark Foley (team captain), Gina Barnes, Jennifer and Matthew Billingsly, Debbie Eggleston, Dan Foley, Barb Gemmerhausen, Mandy Griffin, Gill Griffis, Gary Holmes, Don Landis, Michelle and Pete Martin, Gloria Morgan, Carol and Rick Parrish, Ron Taylor;

Nancy Hurrelbrinck (team captain), Warren Groeger, Ann Tuzcon, Monica Harris, Kasha Viets-Wood, Danny Gray, Wes Farris; Hannah Baran (team captain), Jonathan Wamsley, Jenny Reid, Jennifer MacDonald, Carolyn Fitzpatrick, Linda McGhee;

Bonnie Hansen (team captain), Cathey Polley, Ellen Longmoore, Sandra Brooks, Burnet Davis, Michele Bascle, Jennifer Davis, Karen Lilley, Rebecca Berlin, Megan Greenwood, Patty Kohstall;

Elizabeth Breeden (team captain), Cypress Kropko, Jean Botts, Margaret Ober, Barbara Dreyfus, Rosalind Westerman, Belinda Bullock, Beverly Gorham, Cathy Lawder, Heather Powell;

Susan Kaufman (team captain), Pete Armetta, Cindy Benton-Groner, Helene Freiman, Judith Spellman, Ed Spellman, Kelly Dryden. Family members are often included in this longstanding intergenerational social justice effort.

Bonnie Hansen

Usher Committee

Overview: In March of 2020, in-person services were cancelled and were moved to Online Zoom services due to the ongoing nature of the Coronavirus pandemic. In March of 2022, after almost two years of Zoom Services, UU Cville resumed in person worship with social distancing and masking modifications.

Scheduling coordination for the team was handed over from Terry Epp to Marcia Brecker. Our team of ushers was quickly reassembled, new people added as we lost a few due to relocation and everyone quickly absorbed the new procedures and guidelines put in place by leadership.

Usher responsibilities continue to include the following: preparation of the sanctuary for services, greeting congregants and helping them find seats, collecting/sorting/recording the weekly offering for the Treasurer, and tidying up the sanctuary after the service.

Ushers Committee Members for 2022: Marcia Brecker, Steve Brecker, Elizabeth Breeden, Elaine Chapman, Terry Epp, Dan Grogan, Dinny Jensen, Gloria Morgan, John Nolen, Maggie Ober, Nancy Simpson-Banker.

2022 Goals: 1) Continue to update the usher responsibilities and procedures to accommodate appropriate social distancing guidelines in line with leadership recommendations. 2) Continue to recruit new members to the usher team.

By Marcia Brecker (scheduling coordinator)

UUGuys

During the year, the UUGuys Men's Covenant Group:

- + Met via Zoom on a monthly basis.
- + Provided food to three separate PACEM events.
- + Added two new members, and lost one.
- + Assisted in planting raking and removing leaves around the congregation's buildings and driveway, painting the pergolas, and spreading mulch.
- + Continued to provide one-on-one support between members.

UUsed Bazaar

Co-Chairs: Bev Ryan, Kay Frazier Team: Sandy Brooks, Gloria Morgan, Elizabeth Breeden, Janice Walker, Carol Black, Jean Newland, Jude Bias, Carol Gardner, Linda McGee and others

- Held 1 online auction style sale.
- Solicited donations, sorted, cataloged, organized the online sale and pickups. Donated surplus items to nonprofits.
- Continued to sell on eBay.
- Assisted the Refugee Welcome team in selling items to benefit the sewing initiative.
- Estimated FY revenue \$3,200.