

**Unitarian Universalist Congregation of Charlottesville**  
**BOARD OF TRUSTEES MEETING Draft Minutes**  
**June 29, 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; Beverly Ryan, VP Elect; Kay Frazier, Treasurer; Beth Jaeger-Landis, Secretary; Hayley Owens, Secretary-elect; Steve Brecker, Kelsey Cowger; Leia Durland-Jones, Minister of Faith Development; Sean Skally, Director of Admin and Finance.

**Absent** – Breck Gastinger, Jim Gorham

**Guests** – none

**I. Opening - (20 mins)**

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

**Reporter()** When you are the Board Reporter you can post your notes directly to the website with this link: <http://uucharlottesville.org/post> and someone from the communications team will review it and put it online. You can also send the text to Caroline and/or let her know there's a post on the website.

1. Opening Words -
2. Check-In: one to two minute check-in:
3. Community Time / Public Comment - no public comments
4. Acceptance of Agenda

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

Motion was seconded by Kelsey

The Board unanimously accepted the agenda as presented.

5. Written Correspondence (at the end of packet)

## **II. 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
3. **Treasurer's Report** (written) - Kay Frazier
  - Kelsey made a motion to acknowledge the Facilities Rental Committee as a board-appointed ad-hoc task force.
  - Hayley seconded the motion
    - \*\*The board unanimously voted in favor of recognizing the Facilities Rental Committee as an ad-hoc task force appointed by the board.
    - It has been meeting since January and will come to the July Board Meeting to report what they have been doing.
  - Revenues will likely exceed expenditures this fiscal year.
  - We need more volunteers on the finance committee with some budgeting experience. Training available.
4. **Lead Minister's Report** - Not available this month as our lead minister starts in August.
5. **Minister of Faith Development's Report** (oral) - Leia Durland-Jones
  - Attended General Assembly virtually last week and highly recommends attending GA in this dual platform.
  - several very powerful sermons that lift up what we are working on as a congregation. Leia recommends listening to the sermons.
  - The Supreme Court's overturning of Roe v. Wade happened while GA was in session and the UUA president was a speaker at the protest in Portland. There is a virtual training through the UUA for preparing congregant leaders for working toward reproductive justice that is offered to all congregations. This includes three training sessions (virtual). If interested please contact Leia.
  - Youth swimming party next weekend and there is an entire congregation pool party planned for August.
  - UU C'ville was represented at the reproductive rights rally that took place last weekend.
  - Pastoral care has been needed more recently for extra support and trying to find ways to make connections in the congregation.
6. **Director of Administration and Finance Report** (oral) - Sean Skally
  - \*\* multi-platform services: two applicants to help with the tech
  - The church got hit by lightning and there was electrical damage that is presently getting repaired. We lost the internet in the church for a while but now the internet in Summit House is the only site still not working. Sean has asked Robertson Electric to look at the electrical wiring of the church.
  - He requests that the board send thank-you notes to:
    - Angela Orebaugh has put a back-log of sermons up to YouTube
    - Jude Bias, working with communications and has created beautiful graphics. Jude also helped get all the agreements standardized, with the same fonts and icons.

- Kay Frazier walked Sean through the electrical problems with her depth of facilities management knowledge.

**7. Building Use Task Force:** (oral)

- No changes taking place in the near future: masks will be worn whenever people are in the building. UU C'ville Friday email newsletter will state the CDC protocol each week.
- Website will have a link to the CDC protocol.

**7. Membership Report** (no report today) - Membership Committee

**8. Board Liaison Reports**

- Nom Committee: No report this month
- Personnel Committee (no report as the committee did not meet this month)
- Communications Committee update (written and oral): Steve (10 mins)
  - website design experience needed, especially someone who has experience in WordPress.
  - Digital billboard that will replace the bulletin boards in the church hallway.

**III. Electronic Motions (1 minute)**

1. Approval of the May 25, 2022 board meeting minutes happened electronically.

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

**IV. Old Business (none)**

**V. New Business – (40 mins)**

**Board to charge the Policy Review Team** to review the bylaws with specific consideration regarding the following:

**\*\* remove the By-law that allows us to take nominations from the floor during our Congregational Meetings.**

**Board to appoint new member to Policy Review Team:** Beverly Ryan was appointed to fill a term (20-22), which ends this year. Sandy Brooks is our second member and her term is 2021-23. According to our policy, the team is composed of 3 members (1 Board Rep and 2 members not currently serving on the Board).

- Pam made the motion to appoint Elizabeth Breeden as a member and Beverly Ryan as the Board Representative to the Policy Review Team.
- Kay seconded the motion.
- The Board unanimously voted in favor of appointing Elizabeth Breeden as a new member to the Policy Review Team (term 2022-24) along with Beverly Ryan (term 2022-24) as the Board representative. They will join Sandy Brooks as the third member (term 2021-23).

**Minister onboarding process:** (Pam: 15 mins)

What is the plan to orient and integrate Rev Tim into the life of our congregation? How are we going to help him transition?

- Admin on-boarding is all ready to go (Sean)
- Tour of the building
- Introduced to working committees of the church.
- Transitions team and welcoming team.
- The welcoming team will be very helpful to get Rev Tim started with the community of our congregation and the C'ville community.
- Welcoming team: Three people who would be available for the first several weeks to month to help Rev Tim get his feet on the ground. Answer questions that he has beyond what the staff has answered.
  - Elizabeth Breeden and two others who will be asked by Beth and Pam.
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**Relations building:** (Pam:20 mins) (Elder ministry, young adult ministry). How are we going to build this into our developmental goals? Make sure the congregation understands what the developmental ministry goals are and that these goals are the priority. How can we form tighter bonds, better flow of communication, and welcome ALL people who want to come to our congregation. May need to form a group to organize engagement so everyone feels welcome and a special events/social occasions group to make sure events happen. The goal of the group will be to spread the information among the many groups of the church to welcome everyone to different offerings. **Reflection:** what is the culture of this congregation and what is the culture we want to create? Being intentional and mindful of this new culture of welcoming.

\*\* Covenanting, church-wide relational campaign, training on how to be very welcoming to newcomers. Includes caring/friendship circles, circle dinners, and the “eldernet”.

\*\* During our board welcome statements on Sunday, give everyone something tangible that they can talk about with someone that they don't know. Always state, “I will be in the social hall, please come to talk with me.”

## VI. Good-byes: (Pam and Leia)

## VII. Closing Activities (5 min)

### 1. Process Review –

### 2. Things to do / communicate

Parking lot:

- \*\*Stewardship ministry: wait until August meeting
- \*\*The Facility Rental Task force: will report to the board at the July meeting.
- \*\* We need to appoint a board liaison to the Membership Committee.
- \*\* Relationship building: August meeting
- \*\* Dual platform for the July and August board meetings. Then have virtual meetings for the meetings in the fall and winter.

### 3. Closing Words

**Dates to remember**

Next UU Charlottesville Executive Board Meeting: Wednesday, July 13, 2022

Next UU Charlottesville Board Meeting: Wednesday, July 27, 2022

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**President's Report to the Board: June, 2022**

This last month at UUCville was yet another month filled with challenges, appreciation and changes. It was very hard to say goodbye to our beloved Rev. Linda at the end of our interim ministry years. She guided us with clarity and love through one of the most difficult periods of our congregation's life. On June 12, we said an appreciative, but very sad, goodbye to her with a lovely Celebration of Blessings service and reception.

Our hardworking Finance Committee listened carefully to our Personnel Committee, the whole congregation and the board to develop a balanced budget that reflects our goals and priorities. The Finance Committee's excellence in not only figuring out the numbers, but in also considering the heart of our congregation, led to respectful, thoughtful conversation and support. The smooth process was both productive and healing.

On June 5, we had a successful Congregational Meeting where we elected church leaders, made some changes to the bylaws and voted to accept the budget. Organizing and running the multiplatform meeting was a huge challenge, successfully met because so many people pitched in their help. People helped with developing the script, tech, registration of members, counting votes, opening and closing words, getting pizza for lunch, taking minutes, organizing the online folks, monitoring the chat box, counting votes, including people on the phone, monitoring the time, evaluating parliamentary procedures and making presentations. Happily, the meeting had a warm and inclusive atmosphere that represented the best of our hardworking and loving community.

As usual for the last nearly 2.5 years, COVID presented challenges. In consult with the Building Use/Reopening Task Force, we decided to shift our COVID safety policy from focusing on protecting everyone against COVID, including closing down the building, to educating everyone about best practices and requiring masks to be worn indoors.

As a result, we were able to continue with multiplatform services, in person RE and other gatherings. It was difficult to continue to require that everyone mask indoors because people long to shed the masks and be able to be fully together, but we were able to gather in person at the church while protecting each other from the virus. We greatly appreciate all the hard work of our Multiplatform services crew: our hardworking ministers, Rev. Linda and Rev. Leia, our worship weavers, Debby Norton, Greg Townsend, Clarisse Repass and Breck Gastinger, our choir and Director of Music, Scott DeVaux, our pianist John Mayhood, our amazing tech crew Sean Skally, Kelly Dryden and Celia DeVaux and all our greeters, ushers, online welcomers and hospitality folks. Many thanks to all the people who make it possible for us to continue multiplatform services. We all long for the days where we don't need to worry about COVID and masking.

As we turn toward Developmental Ministry, we look forward to welcoming Rev. Tim Temerson, getting to know him, and working on our Developmental Ministry goals. It was wonderful to meet Rev. Tim in person when he visited us after church on May 21<sup>st</sup>.

In the next months, we will begin to work on our Developmental Ministry goals with Rev. Tim.

As a reminder, the Developmental Ministry Goals are:

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

At this June Board Meeting we will say goodbye to several board members and appreciate all their hard work and commitment to serving our congregation: Elizabeth Breeden, Kelsey Cowger and Beth Jaeger-Landis. I have greatly appreciated not only their excellent work and wisdom, but also how they bring fun and kindness to board activities. I look forward to welcoming our new members: Renee Brett, Chris Little and Bev Ryan.

It is good to be with all of you and I look forward to another year of challenges and successes.

Submitted by: Pam McIntire 6/26/22

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### **Vice President Report to the Board June, 2022**

Personnel Committee did not meet this month. We hope all of our staff evaluations are updated.

The various editions of the Yard Sale will be:

Yard Sale-July 23<sup>rd</sup>: clothes, toys, books, electronics

Yard Sale-August 13-14: furniture, housewares

Auction-September 17: jewelry, fine art, vacation spots, dinners, specialty food, art books

Vendors Yard Sale-October 22: invite vendors to sell in the yard

Simone Cotes and Lorie Craddock are leading the Yard Sales and Elizabeth Breeden, Bev Ryan and Sandy Brooks are leading the Auction. WE conceived that the Yard Sales will be open to the public and the Auction will be more of an in-house affair. Please help out where you can.

Submitted by,  
Elizabeth Breeden

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### **Treasurer's Report June 2022**

### Finance Committee

The Finance Committee needs new members. All of the existing members have served for a very long time. Board assistance in identifying potential new members would be appreciated. The hope is to have a committee comprised of both experienced and less seasoned members. If anyone has suggestions, please let me or Marian Wendelin know. Current Finance Committee Members: Marian Wendelin (Chair), Gloria Morgan, Rosalie Simari, Doug Webbink

### Year-End Projections (FY21-22)

The current year-end projection is that revenues will slightly exceed expenditures. The financial outlook from a month ago has improved because a high percentage of the congregation has honored their pledges for both this fiscal year and prior years. Other positive indicators are one-time donations have increased, an increase in year-end rentals, and modest fundraising efforts.

### Monthly Financial Highlights:

- Revenue from pledges has exceeded the budget projection. This revenue comprises current year pledges, prior-year pledges made in this FY, and pledge match donations. We have received a higher than anticipated amount of revenue from congregants honoring prior-year pledges. In addition, several congregants made significant donations in amounts above their original pledge.
- The “Other Revenue” is lagging in meeting the budget projections, due to the negative impact of COVID on building rentals and fundraising events.
- Staff is diligently containing costs. Actual expenses are projected to be less than budgeted for the fiscal year.

To review the Monthly Financial Dashboard use this link:

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

### Facility Rental Task Force (This item requires Board action)

A Facility Rentals Team (FRT) was formed in January 2022 to assist the Director of Administration and Finance and the Treasurer to review all policies and practices related to facility rentals, with the purpose to explore increasing the revenue stream from renting our buildings and grounds. Significant work has been completed including:

- Developed a draft vision and values statement.
- Completed a review of the history of the sanctuary, buildings, and grounds for archival information.
- Sean provided the task force with a thorough briefing on recent rental history, revenue history, the status of rentals, and the strengths and weaknesses of our current practices.
- Conducted a walk-through of our sanctuary and buildings to assess current conditions.
- Researched and benchmarked fee schedules and rates of local churches, relevant local organizations, and other UU churches. Compiled and analyzed the information, and developed recommendations to update fee schedules and rates.
- Researched and compiled facility rental policies from other UU churches and local organizations. Began an assessment of our current policies to align with our mission and values, and to consider how we might approach updated administrative processes, risk management, financial management, and the customer experience.

- Researched websites of other UU churches and organizations for marketing practices and web design ideas. Began to build a collection of photographs for marketing purposes. Began work to update our current website, as an interim step, to improve marketing.
- Refreshed and updated rental agreements and forms, to include the use of our current name and logo.
- Began work to assess the buildings and grounds for future rental potential; including code considerations, rental capacity, and current conditions of our facilities.

The team plans to give a preliminary report and seek input on their progress at the Finance Committee and the Board of Trustees' July meetings.

As work has progressed the team has come to realize the need to recommend revisions to Section VI. Building Use of the Policy Manual. For the team to shepherd the process of considering policy changes, the team must be appointed by the Board as an Ad Hoc Task Force.

Proposed Motion: The Board of Trustees appoints Jude Bias, Alex Halley, David Shutt, Kurt Wassenaar, Kay Frazier (Treasurer, Board Liaison), Sean Skally (Staff Liaison, Director of Administration and Finance) to an Ad Hoc Facility Rental Task Force. The purpose of the Task Force is to review all policies and practices related to facility rentals, with the purpose to explore increasing the revenue stream from renting our buildings and grounds; advising the Director of Administration and Finance on rental management; and making a final report to the Board of Trustees.

Submitted by: Kay Frazier, Treasurer

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#### Communications Committee Meeting of 6.22.22 – Board Liaison Report

- After a lapse, the committee has begun to meet again. Members include Achsah Carrier (Chair), Joanna Hickman, Jude Bias, Leigha Rae, Sean Skally and Steve Brecker as Board Liaison.
- The committee intends to meet monthly on the 3<sup>rd</sup> Wednesday at 12 noon.
- The committee feels that the UU C'ville website needs an overhaul in order to improve navigation, design, messaging and use of graphics. The main goals of this update are to refresh the look and feel of the site so it can better deliver our content and encourage engagement with our members and new visitors.
- The website is currently built using the Wordpress template "Native Church." In addition to the desire to update the site design, the committee is concerned that at some point the Native Church template may no longer be supported.
- The committee seeks assistance from any UUCville members possessing website design experience, with Wordpress in particular. If no members have this experience the committee may need to consider hiring an outside contractor.
- A priority task at this time is to redo the Facility Rental page.
- Other needs/concerns:



- o Update the Press Contacts list
- o Recruit a member to act as Church Photographer
- o Create a way for members to upload photos
- o Current UUCville logos in use were designed for temporary use until final versions can be decided

Submitted by Steven Brecker

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Correspondence received this month:

**Think Piece, June 20, 2022**

To: Board of Trustees.

Pam McIntire, President

Bev Ryan, Vice President

Hayley Ownes, Secretary

Kay Frazier, Treasurer

Steve Brecker, Renee Brett, Breck Gastinger, Jim Gorham, Chris Little, Leia Durland-Jones, Ex-officio

Sean Skally, Ex-officio

Cc: Greta Dershimer, Sandy Brooks, Laura Wallace, Bayard Catron

*Our congregations are communities of love and compassion that support us when we are hurting, inspire us when we yearn to grow, and challenge us to make the world a more just and peaceful place.* (Rev. Tim Temerson, <https://uurevtim.weebly.com/>).

As we enter our multi-year developmental ministry (DM), we welcome Rev. Tim Temerson, who will assist us in achieving the following four developmental goals:

1. define a broad shared vision of the congregation's mission
2. become a more welcoming, inclusive, and anti-racist congregation, with greater diversity in our membership and stronger engagement with the broader Charlottesville community.
3. strengthen our Stewardship Ministry
4. strengthen internal structures, processes and communications, to build trust, and become more emotionally and operationally functional.

Goal 4 calls attention to our troubled internal dynamics-- the miscommunication, mistrust, angry accusations and fractured relationships-- that led over several years to the appointment of an Interim Minister, and now a Developmental Minister. The Board accepted the UUA's assessment that we weren't ready to call a Settled Minister, that there are residual issues that need to be addressed, that UUCville needs more time to heal.

We share Rev. Tim's vision of a "loving and compassionate community," and we look forward to engaging in the process of developing "a broad shared vision of the congregation's mission" (Goal 1). Our community outreach and social justice programs have manifested our commitments over time.

Perhaps we have been less successful in taking care of each other, but there are some encouraging recent developments.

The idea of Caring Circles, or Friendship Circles, based on the principle of mutual aid, took shape with the creation of Circle 8 in April 2021, and two more Circles were self-organized in Spring 2022. *Scroll to the end to read **Caring Circles at UUCville** by Greta Dersheimer (gretamae@comcast.net), on the evolution of the **Circle concept, which is ripe for expansion.*** For example, some Circles based on geography-- neighborhood networks-- could be established now. This would be particularly useful to members in outlying areas, who are generally more isolated than the rest of us.

Our six Covenant Groups also provide assistance as needed to their members, even if they have not explicitly adopted a mutual aid compact. And several formal and informal Women's Groups, and UUGuys, and Active Hope, our newest Small Group Ministry, provide a caring, supportive environment for their members. All these help prepare the context, the support, and the building blocks for the development of a church-wide care/service system.

Recently, Laura Wallace (wallace.lj@gmail.com) has been promoting two kindred ideas: **ElderNet**, a network focused on not letting frail or increasingly-absent seniors in the congregation slip from view. And **Service Sharing** (congregation-wide, not just for elders), modeled after the old Services Auctions where people OFFER helpful skills, and people ASK for help with a task or chore. (This proposal eliminates the fundraising aspect, but recipients (or donors) of services could be invited to make a small donation to UUCville.)

**NB:** Like the Circles, these ideas can be acted on in the near term, not waiting for some visionary church-wide system to emerge. They could serve as a stimulus, a demonstration, and a precursor of a scaled-up church-wide care/service system.

Laura ([wallace.lj@gmail.com](mailto:wallace.lj@gmail.com)) is also VP of Cville Village, and she suggested that, as we discuss the longer range, we use (provisionally) the list of services they offer (below). [[CvilleVillage](#) is a "neighbor-helping-neighbor" community organization designed to help the elderly "age in place." A UUCville member system would have similar benefits, plus the additional one of creating stronger relationships within the congregation.] In her dual role, Laura serves as a natural bridge. As matters progress, we will maintain close ties with Cville Village to ensure a mutually beneficial relationship.

**Project Concept.** Develop, by June 2025, a care/service system (TBNamed after it takes shape) at UUCville that provides members a vehicle for giving and receiving help in these four categories:

- > transportation to and from appointments, shopping, or events;
- > check-in visits for those living alone;
- > light housekeeping and yard work;
- > help with setup and operation of electronic devices.

(This list of services could be refined by a needs analysis based on a survey of the congregation.. which would likely identify these four among the top priorities. Caution: Offering too many types of service will implode the system.)

(There is a distinct advantage in organizing such a system by neighborhood (<https://www.neighborhoodvillages.org/>), but that might be beyond the technical capacity of our BREEZE member directory system.)

Building on the principle of mutual aid, a project like this would foster more frequent (beneficent) interactions and better communications between and among UUCville members, weaving the generative interdependence that is the lifeblood of trust in a community. In fact, it could help support each element of Goal 4.

**Feasibility.** The biggest concerns about the feasibility of a system like this relate to the challenge of designing, implementing, and administering it, and the predictable problem of having more needs/requests than volunteers to fill them.

A poorly designed system will wear people out and collapse quickly, and the group will be worse off than before. (They will be frustrated and angry, and unlikely to undertake any more bold ventures together.) Here are some (among others) requirements of a viable system. It must be:

- > self-organizing, not requiring heavy central administration.
- > entirely volunteer developed and managed, not encumbering UUCville staff time or other resources.
- > incorporated under the housing of the church, providing/limiting access to members.
- > self-sustaining (probably the hardest of all).

**Conclusion.** This paper is merely one input among many to the exciting journey the congregation is embarking on this Fall. It may be used, in whole or in part, in any way participants see fit. If/when a project like this is adopted by the congregation, it may (will probably) look very different.

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### **Caring/Friendship Circles at the UU Congregation of Charlottesville**

Greta Dersheimer (gretamae@comcast.net)

A Caring Circle or Friendship Circle at UUCville is defined broadly 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 were first proposed as an improved alternative to the UU Cville Phone Tree, which was developed to counter the social isolation and loneliness experienced by many elderly congregation members during the Covid pandemic.

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.

When the first Caring Circle of 8 formed in April 2021, it began with three people, who gradually suggested others to be added, and now includes Ed Barber, Bayard & Alexis Catron, Burnie Davis &

Sandy Brooks, Greta Dershimmer, 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 (e.g., topics for discussion, types of activities); and the readiness to share and exchange responsibility for hosting and leading discussions and other activities. In addition to developing closer connections with each other, they were expanding their experiences and perceptions.

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 in the process, strengthening and expanding the commitment, capability, and 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, to see how interested other congregation members might be, and to learn how much variation might develop from group to group. They thought that these Circles might fit within the UU Cville organizational category of Small Group Ministry. They contacted Rev. Leia Durland-Jones to explain this idea to her, and she was interested. She took the idea to the newly formed Pastoral Coordinating Committee in February 2022, and they approved the plan for development of two new Circles, agreeing to the categorizing of these Circles as part of the Small Group Ministry.

Members of the Circle of 8 identified two prospective female friendship groups among congregational elders and asked a member of each group if they would be interested in proposing formation of such a group to their other friends. Both were interested, and agreed to discuss the idea with others. In each case the “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 (by phone), what activities they would like to engage in [celebrate birthdays (not in restaurants, no presents), “just talk together”] and how frequently they would meet as a group (not reported). All were enthusiastic about their plans.

The second group was presented with a plan negotiated by three members. Two others readily agreed to the plan. Their first live meeting with all five members was to celebrate the 75<sup>th</sup> birthday of one member. It was a happy event! Many of their meetings will be in pairs, when individuals meet with a member in an assisted living facility, to chat, play games, work on puzzles, take a drive, or have lunch out.

Both groups like the sense of independence to decide organizational matters for themselves, and have 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.

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 Dershimmer or Sandy Brooks for more information.

(gretamae@comcast.net; 434-242-2897)

(ssbrooks@hotmail.com; 434-974-7525)

