



## Annual Reports 2022-2023 (UUCville Committees & Groups)

### Active Minds

Active Minds (AM) hit its covid-era peak of 13 members in Spring 2022 with weekly zoom attendance averaging 11-12. As anticipated, participation fell off substantially in the summer months to an average of about 6, and sometimes as few as 3-4 (and two members left the group). What wasn't anticipated is that it didn't bounce back when Fall arrived. Illness (and medical appointments) and travel seemed to be the main factors.

Attendance was quite variable through the Fall and Winter, all the way down to one. It has gone back up with the advent of Spring to 6-8 of the current 11 members (among the most gender-balanced groups in the church): Ed Barber, Stephen Blair, Bayard Catron, Mark Day, Greta Dershimer, Gayle Floyd, Kathleen Klumpp, John Lineweaver, Diana Scott, Gerry Seedyke, Manny Vasquez.

The most significant development of the year was the creation of an in-person "live/outdoors" AM meeting at the church composed mainly of elder elders-- long-term AM members who didn't make the transition to zoom. Organized and facilitated by Greta Dershimer, the group included Ed Barber, May Guenin, Sallie Kate Park, Barbara Yeaman, Julia Sakallerios, Rick Benner, Gerry Seedyke, Bayard Catron.

The "live/outdoors" group met monthly from May through December 2022. On September 20 they participated in celebrating the initiation of Virginia James as an honorary recipient of the Edith Good Birthday Bouquet. At the time Virginia was 102. On November 15, after their meeting ended, the group attended the Dedication of Rev. Alex's Monarch Butterfly Garden, which was Sallie Kate Park's idea, to honor Rev. Alex's years of ministry with our congregation. The Dedication was led by Rev. Tim and facilitated by Garden and Grounds Committee members Walter Hoffman, John Nolen, and Elizabeth Breeden.

As the weather grew colder, members' attendance grew more sporadic. On December 20, 2022, only three people attended the meeting, and two of them were attending the Zoom Active Minds meeting while trying to support the non-Zoomers in the live meetings. It was suggested that the group might try meeting on a Sunday after church during the winter, but not all group members were attending services in the sanctuary at that point. It is not clear when, or whether, the live Active Minds group will meet again.

Submitted by Bayard Catron, [blcatron@gmail.com](mailto:blcatron@gmail.com)

### Aesthetics Committee

There was not a call this year for any Aesthetic decisions. As an addition to last year's report about the Jefferson quotes removed from the entrance foyer, the letters were mounted on foam-core and are displayed in the classrooms upstairs of the main building.

I believe that the Sign Committee served in this function of Aesthetics. Members included Elizabeth Breeden, Breck Gastinger, Liberty Powers and Steve Brecker. The sign on our brick wall at the main entrance to church needed to be changed to reflect our new name: Unitarian Universalist Congregation of Charlottesville. Bids were received and Gropen Signs provided the design and letters, approved by the Board. A special fundraising effort (\$5813) was successful. The money was also used to replace the door on the Wayside Pulpit and update the sign board inside the door.

Submitted by Elizabeth Breeden

## **Altar Decorations**

Members: Lauren Doran, Bonnie Hansen, Anita Holmes, Debby Norton and Patty Wallens

We meet monthly to create the altar decorations for the month, based on the ministerial theme, and take photos for use in the weekly email and website. We also gladly work with congregants as needed to adapt/modify/create altars for special events such as weddings and memorial services.

## **Archives**

Members: Wayne Arnason and Sally Taylor

Temporarily Inactive this year

## **Art Show**

Committee Member: Elizabeth Breeden. The Art Show has now become both live and on our website: <https://uucharlottesville.org/?s=art+show>. In 2023 shows are scheduled for two months, thus resulting in 6 shows per year.

July & August 2022: Sara Gondwe

September 2022: Tim Burgess

October 2022: Katherine Maus

November 2022: Thomas Manto

December 2022: All Church Season of Light Show

Jan/Feb 2023 Boz: Art Collective

March/April 2023: Levonne Yountz

May/June 2023: Circe Strauss & Ellen Osbourne

In addition, each December we invite church artists and crafters to display their wares for sale between Thanksgiving and Christmas. Shirley Paul, Margaret Gorman, Karen Prairie, Mary Ann Gentry, Carole Black, Flame Bilyue, and Patty Wallens participated.

All artists and crafter donate 10% of sales back to the congregation.

Submitted by Elizabeth Breeden

## **CareNet**

Members: Lara Call Gastinger & Sandy Brooks

CareNet is a network of all members and supporters of UU Congregation of Charlottesville 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 provides meals for church members using [www.takethemameal.com](http://www.takethemameal.com) to coordinate meal delivery.

## **Caring Circles**

### **Beginnings**

When the UU Cville Phone Tree ended, gradually, in the summer and fall of 2021, an alternative was proposed for church elders who might want to keep in close contact with others while the church continued to be less accessible because of the Covid pandemic. Most former Phone Tree members were quite active with various church-sponsored activities through Zoom meetings or live outdoor social activities. Only five people indicated some potential interest in joining a Caring Circle at some later time.

The Phone Tree leaders defined a Caring Circle as a group of three to five members or friends of the congregation who explicitly agreed to stay in regular contact with each other over an extended period of time. Caring Circles were envisioned as arising primarily from friendship groups. They were to be self-organizing, self-managing, and self-sustaining. When forming as a group, Caring Circle members would decide jointly the types and frequency of contacts and gatherings they would have, as well as the types of activities they wanted to engage in together. It was expected that over time these early choices might change, adapting to new group interests, experiences, or circumstances. The general focus was to be on developing closer connections with one another and supporting each other when needed.

One Caring Circle did form gradually, starting with three people, and adding several others. They called themselves the “Caring Circle of 8.” Members were Ed Barber, Bayard Catron and Alexis Halley, Burnie Davis and Sandy Brooks, Greta Dershimer, May Guenin, and Gerry Seedyke. They met monthly, beginning in April 2021. Activities varied from month to month and included picnics, a visit to a museum, and discussions based on an adult religious education curriculum. Features of the Circle that members enjoyed 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.

### **Expansion**

In February 2022 the Caring Circle of 8 decided that they would like to help form at least two new Circles. Rev. Leia Durland-Jones took this idea to the Pastoral Coordinating Committee in February, and they approved the plan. It was decided that that these Circles would fit within the UUCVille organizational category of Small Group Ministry.

Members of the Circle of 8 identified two known female friendship groups among congregational elders. In each case a volunteer “group organizer” contacted individuals in the group one at a time to determine their interest in forming a Circle, and each got positive responses from several other people. The first group to be formed included Beverly Ball, Edith Good, Carol Saliba, Patsy Swindler, and Johanna Woodchild. The second group included Elizabeth Breeden, Greta Dershimer, Kate Fraleigh, Jean Shepard, and Roz Westerman. Both groups decided to call themselves Friendship Circles.

### **Activities**

In the 2022-2023 program year the Caring Circle of 8 started the new congregational tradition of initiating elder church members who were celebrating a decadal birthday (70, 80, 90, or 100) as Recipients of the Edith Good Birthday Bouquet. They decided that the bouquet would be “passed” from one Recipient to another person who had become a friend because the two of them were involved in some small-group church activity together. They initiated Bayard Catron and May Guenin on their 80<sup>th</sup> birthdays, and Ed Barber after his 90<sup>th</sup> birthday. Then they initiated Mark Day of the Active Minds group, to which four of them belonged, on his 80<sup>th</sup> birthday. They also initiated Virginia James and Tom Crowell as Honorary Recipients of the Birthday Bouquet. Virginia and Tom were two former members of the Active Minds group who had celebrated their 100<sup>th</sup> birthdays before the new tradition began in January of 2022. Virginia was 102 and Tom was 101 when they were initiated as Bouquet Recipients in September 2022. All of these initiation ceremonies were reported on the church website section called “Elders Connect.”

In January 2023 a retrospective look at the set of 2022 Recipients of the Birthday Bouquet showed that passing the bouquet from one person to a friend, led to selection of a very small segment of congregational elders. Carol Saliba and Vicki Shackford had both celebrated their 70<sup>th</sup> birthdays in 2022 but had not become Recipients of the bouquet because Ed Barber was holding the bouquet at the time and he had never become a friend by working with either Carol or Vicky in any small group activity. Both Carol and Vicky had been strong contributors to congregational strength and development of a sense of community, so both clearly deserved to be honored. Working together with Edith Good and Elizabeth Breeden, the Caring Circle of 8 members developed a detailed plan to change the selection of a new Recipient of the Birthday Bouquet from a decision by one “passer” to

selection by one or more small groups, the “sponsors.” They sent the plan to inform Rev. Tim and Rev. Leia and the Board of Directors of the changes, and the Board was unanimously supportive of the plan.

The first Friendship Circle then decided that as a group that they would sponsor Carol Saliba as a “belated” Recipient of the Edith Good Birthday Bouquet. Together they identified the many ways that Carol has helped to strengthen the congregation as an organization by taking leadership roles, as well as contributing to development of a congregational sense of community by building social connections with other congregation members in various ways. In March 2023 they held a ceremony to initiate Carol as a Recipient of the Birthday Bouquet, and Edith Good presented the bouquet to Carol, while other group members and Elizabeth Breeden talked about her various contributions to the church and the Charlottesville community. A report of that event was posted on the Elders Connect section of the church website in April.

The Caring Circle of 8 decided that Vicki Shackford should also be eligible to become a belated Recipient of the Edith Good Birthday Bouquet. They contacted members of the two Tai Chi classes that Vicki has been teaching at church with her husband, John Shackford, for over five years, to ask if they would like to sponsor Vicki as a Recipient. Both groups responded positively. The event was held on March 15, between the two Tai Chi class sessions, and attended by 14 people, 2 of them on Zoom. A report and photos of that event were also posted on the Elders Connect section of the church website In April.

### **Future Plans**

All three Caring/Friendship groups expect to continue to meet as planned and appear to be satisfied with their interactions to date. It should probably be noted that, since the groups are self-organizing, self-managing, and self-sustaining, the meetings of these groups are private, so this report focuses only on their public activities. The Circle of 8 hopes to help facilitate the initiations of more new Recipients of the Edith Good Birthday Bouquet, and they would be happy to assist more small groups to become Caring Circles or Friendship Circles. Interested elders, and members or friends of the wider congregation as well, are invited to contact Greta Dersheimer for more information.

([gretamae@comcast.net](mailto:gretamae@comcast.net); 434-242-2897)

### **Communications**

The Communications Committee works 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 congregation members. Weekly the committee posts information about upcoming worship services, events, and activities within our congregation. The committee also posts to the congregation's social media accounts, especially Facebook and Instagram. On request, committee members work with staff and congregation members on other communications projects, such as the Wednesday and Friday emails or the pledge drive.

In 2022-23, the committee grew larger. Members now include Jude Bias, Achsah Carrier, Christine Gresser, Joanna Hickman, and Angela Orebaugh. Rev Tim now attends our meetings as does Steve Brecker, our Board representative.

The larger communications committee has begun to do more work than in previous years. Angela is creating videos for us. Christine is working more intensively on our Facebook page using it not just to post content, but to create connections with other community organizations. Jude does photography for us, as well as posting content, and has considerably improved the look of our website and social media. Joanna continues to keep our Sunday service information up to date. And we are beginning to think more broadly about our congregation’s media policy.

Probably the biggest project during the year was our work with the 2023 Pledge team to create a weekly email newsletter and develop content for social media and the website. Sandy Brooks stepped in to contribute enormous help with this.

### **Covenant Group Steering Committee**

Chair Persons: Shared Chair of Patsy Swindler and Cathey Polly

Group/Committee Members: Patsy Swindler and Cathey Polly

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

2022-2023 Accomplishments: Our covenant groups have enriched the church at large not only with their service projects, but also through strengthening community ties based on the deep commitments created by covenant group membership. Covenant group brochures were provided throughout the year for other committees to use, as well as distributed by the tabling of our committee, and our presence on the community life bulletin board.

2023-2024 Goals: Our hopes include increasing the number of trained facilitators within the congregation, supporting our current groups, and forming new ones. We would like to create new opportunities for those interested in forming deeper, more intimate relationships, and to enroll even more newcomers and new members in our outreach. We know that this has ripple effects extending into every area of our church structure.

Submitted by: Cathey Polly

### **Depositors**

Trudy Rohm

Members: Marian Wendelin, Julianne Allen, Ann Salamini, Trudy Rohm.

Recorded cash and check receipts plus made bank deposits consistently throughout the year.

### **Honoring Elders Garden Party**

On Saturday, October 1st, 2022, all Elders of the church over the age of 70 were invited to a Garden Party. Hosts included: Lorie Craddock, Julianne Allen, David Shutt, Anne Salamini, Beth Jaeger Landis, Jude Bias, Renee and Bob Britt, Sandy Brooks, Burnie Davis, Rosalie Simari, and Cindy Dent. Rides were provided upon request. 90 invitations were mailed out. Jude was our photographer once more. Over 45 Elders attended a beautifully catered event by the hosts outdoors.

Submitted by Elizabeth Breeden

### **Finance Committee**

Chair Person: Marian Wendelin

Group/Committee Members:

Kay Frazier (Board Treasurer), Sean Skally (DAF), Gloria Morgan, Rosalie Simari, Doug Webbink, and Donna Redmond (as of April 2023)

**Group/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 UU C'ville.

**2022-2023 Accomplishments:**

The Finance Committee assisted in preparation of the FY23-24 budget for Board approval, including several budget drafts. We reviewed financial reports each month and advised the DAF on reports and procedures. Other activities:

- Reviewed the Facilities Rental Task Force Report (July 2022).
- Monitored the Green Futures Grant to ensure compliance with UU Charlottesville policies and best application of the money (July 2022).
- Reviewed Developmental Goal #3 relating to church finances (October 2022).
- Reviewed the final bids for replacing the HVAC system in Summit House (November 2022). We recommended the Beck & Cohen bid to the Board and also recommended financing the replacement 50% from the FY22 surplus and 50% from the Endowment.
- Approved Special Collections as needed.

The Finance Committee continues to meet monthly on Zoom and conduct business by email as required.

**2023-2024 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.

**Submitted By:** Marian Wendelin, Finance Chair

**Food Pantry**

The Food Pantry has 20 volunteers who distribute food received from the Food Bank each first Friday of the month. Carol Saliba, Gloria Morgan, Elizabeth Breeden, and Rosalie Simari lead this effort. Volunteers include Donna Redmond, Beverly Gorham, Nancy Hurrelbrink, Janine Jakim, Caroline Heins, Wayne Arnason, Bobbie Williams, Deborah Harkrader, Linda McGee, Jude Bias, Lorie Craddock, Harry Craddock, Terry Epp, Ellen Longmoore, Diana Maier, Fritz Hudson. Each month we averaged 1136 pounds of food from the Food Bank as well as fresh vegetables from Whole Foods and purchased cleaning and personal care products. We served an average of 57 individuals from 16 families. We purchased 71 gift cards worth \$25 each. We provided gift cards to Food Pantry clients in lieu of turkeys in November. We also provide our ministers with gift cards for church members in need. These are distributed at Thanksgiving and Christmas and throughout the year. This year we spent \$3832.

**Fundraising**

Co-Chairs: Kay Frazier and Bev Ryan

Yard sale co-chairs: Simone Cotes and Lorie Craddock

Team: Sandy Brooks, Gloria Morgan, Elizabeth Breeden, Janice Walker, Carol Black, Jean Newland, Jude Bias, Carol Gardner, Linda McGee, Cathey Polly, and others

August 2022: In person yard sale with revenue of \$4264

September Services and Items Auction (online and live): \$5,086

May Services and Items Auction (online and live): Final amount pending, but over \$6500

- Solicited donations, sorted, cataloged, organized the online sale and pickups. Donated surplus items to nonprofits.
- Continued to sell on eBay.

Currently the team has decided to hold a Fall 2023 and Spring Auction 2023, and most likely a Summer yard sale 2023. A few changes were made for the auction in May in regard to pricing/silent auction details. A review of the process will help us determine the direction to go this fall.

### **Gardens and Grounds**

Chair: John Nolen

Committee Members: Walter Hoffman, Bernie Davis, Sandra Brooks, Bobbie Williams, Elizabeth Breeden, Jude Bias, Kay Frazier, Ruth Douglas, Lorie Craddock, Mary Beth Wiley, Sallie Kate Park

- We have spruced up the Church's garden area.
- Planted 30 Virginia Native plants in the Church's garden beds that were dedicated to Richard and Natalie Somer and Johanna Woodchild.
- Planted six native bushes in areas we previously cleared to start our Native Plant program/commitment adopted by UUCville.
- We are pursuing more Native plants and bushes. But prices have increased, and funds are limited.
- We have signed a new contract for mowing and weed eating.
- Mulched and chipped in the fall. Will do again this fall as well as order chips for the RE area.
- We are currently bidding out needed tree work. We cannot put this off any longer.

### **Glenn Short Trust**

**Group/Committee Name:** Glenn Short Trust Committee

**Chair Person(s):** Sally Taylor

**Committee Members:** Dick Somer, Don Landis

#### **Committee Overview:**

In his will Glenn Short appointed a committee to oversee the use of his \$287,970 gift to the church to make specific improvements in the sanctuary, parlor, and area above the parlor. Glenn was focused on improving the appearance and structural integrity of this area and to make the building as “green” as possible. He specified the replacement of the HVAC system. The Board accepted this gift and his conditions for its use.

#### **2022-2023 Accomplishments:**

The Glenn Short Trust Committee has completed most of the renovations proposed in Glenn’s will. The Rugby Road and Edgewood Lane doors which were damaged during unloading last year have arrived and will be installed soon. The playground door has been fixed. Whitley has repaired the two major leaks in the roof. As soon as the doors are installed, we will be replacing the locks on all of the building’s doors. We also plan to have the Edgewood Lane hallway and foyer painted as soon as we are sure that the roof leak in that area is fixed.

### **Hospital Meal Packet Program 2022-2023**

We delivered 562 meal packets between June 2021 and March 2022. I anticipate one or two more requests by the time this fiscal year ends in June.

In addition, the YRUU assembled 40 smaller one quart “blessing bags” that we distributed to parishioners to give to homeless or other people who they encounter who could need a lift. The blessing bags have healthy snacks and treats and other things like lip protector, hand sanitizer and/or small packs of tissues, as well as the note from our church.

We continue to receive regular requests for meal packet support, and the people at UVA want our congregation to know how much they appreciate our help. Our meal packets continue to go to the Emergency, Pediatric Intensive

Care and Neonatal Intensive Care Departments as well as other locations as needed. 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.

The children in the religious education and YRUU continue to put most of the meals together. Rev Tim asked if we would like to arrange for more opportunities for the adults in the church to do this, and I think it's an excellent idea. For the spring auction in May 2023 year, I am offering four opportunities for people to bid on putting together 24 meal packets (each). I will provide all food and supplies and they can assemble the meal packets and have them ready for delivery. I hope people will want to do this. It's fun and meaningful.

The cost of meal packet supplies continues to rise. We have almost used up the cutlery left from when the Interfaith Humanitarian Sanctum closed. I need to buy napkins, one-gallon zippered bags and trash bags that we use for delivery in addition to the food. RE Assistant Caroline continues to provide the supplies for making cards, including church address labels that go onto each card. I do my best to shop for the best prices for the unique nonperishable items that we need for the meal packets and keep the contents as nutritious and appealing as possible. This year I had the good fortune to find appropriate items at low prices at Ollie's and Sharp Shopper, provided I check carefully for items that are not approaching or beyond their expiration date, as the hospital won't accept them

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.

Submitted by: Margaret Gorman

### **Hospitality**

Members: David Shutt, Elizabeth Breeden, Lorie Craddock

This year we have finally been able to remove our masks and we have held several Soup Sundays as well as All-Church Potlucks. As attendance increases, our after-service coffee hour is expanding, and we are offering popcorn as an inexpensive and plentiful snack. We provided cake for dessert several times during the year and especially for the 80th Anniversary reception while the youth group sold lunch.

Events:

- Finger Food Potluck August 7
- Elder's Celebration
- Bread potluck Nov 20
- Holiday Party-Cookies and Sandwiches December 11
- PJs and Pancakes February 12
- Water Communion Food Service
- Pledge Drive Kickoff February 26
- Easter Potluck April 9
- 80<sup>th</sup> Birthday Cake with teens providing tacos April 16
- Auction Food Service

### **IMPACT**

No report



## **Labyrinth Ministry**

Labyrinth Ministry members: Rev Leia Durland Jones, Patty Wallens, and a number of congregants and community members who gather for specific events.

The Labyrinth Ministry offers opportunities to the UUCville Congregation and the larger community to experience the spiritual practice of walking the labyrinth, either on one of our 4 physical labyrinths or by "walking" with a finger on a finger labyrinth.

We have offered a number of opportunities this year. On New Year's Eve, we opened the 20' Versatile Labyrinth in the Social Hall for walkers and some people also walked on the outdoor labyrinth, in spite of the drizzle. On February 19, we held a Winter Retreat, which offered walking on the outdoor labyrinth, on the versatile labyrinth in the Social Hall with live hammered dulcimer music by Suzanne Morris and on the small 3 circuit labyrinth in the Sanctuary. In addition, there were creative activities in the Foyer: collage, journal-making, and mandala drawing. On February 24-25, we offered the Women's Dream Quest on zoom, facilitated by Judith Tripp and organized by the Dream Quest Planning Circle. Though designed to be held in person on the church labyrinth, it has been adapted to allow for participation through zoom. This year, the experience was enriched with finger labyrinths made by Nik Skaggs for participants. 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.

## **Membership**

**Committee Members in 2022-2023:** Christine Gresser, Kate Soderman, Kelly Dryden, David Shutt, Gayle Floyd, Donna Redmond, and Rev. Tim Temerson

In 2022-23, the UUCville Membership Committee welcomed Rev. Tim and his active and loving ministerial guidance of our congregation's Membership Ministry. Rev. Tim has been, together with our committee's lay leaders and committee members, ensuring that warmth, active welcoming, and an accelerated and guided path towards membership (signing the Membership book) is our norm for how UUCville does Membership.

Membership Committee is chaired by Christine Gresser, with Kate Soderman in the role of keeping track of our Newcomers Forms, sending out email invites to our monthly Newcomers Circles, and sending out invitations to our New Members & Friends Class, which is to be held 2-3 times a year.

### **Newcomers Circles and New Members & Friends Classes:**

Rev. Tim himself facilitates the monthly Newcomers Circles, which have been held 9 times (each month) since Rev. Tim became our minister. Newcomers Circles are 30-minute drop-in informal gatherings at which newcomers (or returning members, or longtime attendees who haven't been attending regularly and who want to meet the minister, etc.) are asked to introduce themselves in the circle and are given the opportunity to ask questions about Unitarian Universalism and/or UUCville. Attendees sign in at each Newcomers Circle, and these attendees are invited to attend the new New Members and Friends class.

The regularity of these Newcomers Circles (monthly) is a huge improvement over the less frequent newcomers gatherings we had in the past. And the strong organizational practices of asking each newcomer to please fill out a Contact Form, emailing the newcomers to invite them to drop in to a Newcomers Circle, and then inviting Newcomers Circle attendees to attend a New Members and Friends Class, all of which Rev. Tim guided us to put in place as soon as he arrived, and all of which he successfully developed and instituted at his previous congregation in Akron, have greatly improved our Path To Membership strength, speed, and clarity.

The New Members and Friends class, which was held in September 2022 and April 2023, offers participants:

- A chance to get to know the other new and returning friends with an icebreaker activity designed to forge connections
- An interesting and engaging brief history of Unitarian Universalism
- A brief history of the Unitarian Universalist Congregation of Charlottesville since its inception
- A tour of the building
- An introduction to the Children, Youth and Adult Faith Development programs, delivered via video by Rev. Leia
- A home-cooked lunch provided by members of the Membership Committee
- An opportunity to meet some of our congregation's lay leaders from various groups and committees and a representative of the Board
- An introduction to the groups, committees, ministries, activities, volunteer opportunities, teams and task forces which make UUCville function, and which provide opportunities for newcomers, members, and friends to get to know each other and build community in action.
- A way to submit questions about UUCville and UUism, and then time for Rev. Tim and Christine to answer them at the end of the class
- Information about how to make a financial pledge to support the work of the church
- An understanding of the meaning of membership and why one might join a church, and then:
- At the conclusion of the New Members & Friends Class session, participants are invited to sign the Membership Book and formally become a member of the UUCville congregation.

In 2023-24 The Membership Committee aims to hold the New Members and Friends class three times. This year we held it twice. We will continue to hold the Newcomers Circles 12 months a year.

**Greeters Program:**

- Membership Committee coordinates the Greeters Program, whereby several friendly faces greet congregants at the doors of the church each week.
- During the mandatory masking period of the pandemic, the Greeters role involved helping to ensure that all who entered our congregation understood the masks recruitment policy and were provided with a high-quality mask to wear inside the building.
- Now that masks are optional, the Greeters role has shifted back to the pre-pandemic role of simply greeting and welcoming each person, and helping newcomers get connected with the people staffing the Welcome Table.
- Greeters are divided into five teams, and each team serves one Sunday per month.
- The Greeters Program is currently coordinated by Membership Committee Chair Christine Gresser, but this summer we will be looking for a new coordinator for 2023-24, to better share and delegate leadership opportunities in our Membership ministry.

**The Welcome Table:** Formerly known as the Visitors Table in pre-pandemic years, the Welcome Table is the place where the Membership Committee leaders stand each Sunday from 10:30-11:10am to greet all the newcomers and returning members and friends when they want:

- To speak with someone to learn more about UUCville
- To get a temporary paper name tag
- To sign up to have a permanent name tag printed

- To sign up for our weekly newsletter by filling out a Contact Form (which Membership then uses to also invite them to a Newcomers Circle)
- To pick up a brochure or flyer about UUism or UUCville

In the past, the Welcome Table (Visitor’s Table) was sometimes staffed, but not always. Currently, the Welcome Table is staffed every Sunday.

**The Connections Table:**

In pre-pandemic times, there was an additional table set up in the Social Hall during Coffee Hour, called the Connections Table. Membership Committee did not operate a Connections Table in 2023-24, but we will be bringing this feature back, with great improvements, by the end of August 2023.

**New Member Recognition Ceremony:**

At the time of this writing, our first and only New Member Recognition Ceremony of this church year is being planned for the June 11 Sunday Service. We look forward to formally introducing our new members to the congregation.

**Tabling at Community Events:**

In September, the Membership Committee and the UUCville Pride Alliance collaborated to host a table at the Cville Pride Festival. We spoke with at least a hundred people and shared information about our congregation and the transformative, affirming, and liberatory faith that is UUism. Cville Pride is an event at which we are committed to having an annual UUCville presence going forward.

The Membership Committee is working to identify additional appropriate community events at church our congregation might have a formal presence, and we welcome suggestions from the Board and members and friends of the congregation.

**Summary:**

It has been a strong year of emerging from pandemic, welcoming more people back to what was our newly-reopened church building, continuing to enforce mask usage while also maintaining a warm welcoming presence as a Greeters and Membership team, welcoming new members and friends, welcoming back returning members and friends who had been away from the congregation even before pandemic, and welcoming and working with our brand-new Lead Developmental Minister, while hitting the ground running with new and revamped processes and programs.

The Membership Committee is THRILLED to have Rev. Tim’s active guidance, ministerial leadership and experience, and warm enthusiasm for the importance of Membership practices and programs in the life of a healthy congregation. It has been a delight and an honor to work with Rev. Tim this year and to follow his model for how to improve our Path to Membership program. We eagerly look forward to an even more robust and growth-filled second year together with our wonderful Lead Developmental Minister, serving this beloved congregation, with what will soon be our newly revised mission. We are grateful to our two ministers, to our fantastic staff, to the Board for their dedicated leadership, to the whole congregation for this opportunity to serve as your Membership Committee here at UUCville.

Submitted by Christine Gresser

**Nominating Committee**

Committee Members: Danny Gray – Chair, Jude Bias, Cathy Lawder, David Shutt, Kelsey Cowger, Breck Gastinger – Board Member

The nominating committee met via Zoom, with three Fall meetings and six Winter-Spring meetings. Initially, the open leadership positions included: Board President, Treasurer, two at-large board positions, two Personnel

committee members and two Nominating committee members. The committee decided that it should be a covenanted committee, with a covenant prepared, reviewed by the lead pastor, and entered to by the committee members. A major focus of the committee has 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. In March the Nominating Committee Covenant and a call for volunteers and/or suggestions was posted on the church website to add to the list of potential leaders, leading to a suggestion by email. The committee will continue to work toward increasing inclusion in the Nominating Committee and UUCU leadership as a whole.

This year's nominating committee considered persons who had been recommended and contacted previously, newly interested persons and searched for additional candidates. The committee used email, phone and in-person conversations to talk with approximately 55 people, providing information, and soliciting further interest. About mid-late 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, Ellen Longmoore, Tori Goodloe.

We became the lead congregation to host PACEM at the beginning of the PACEM season: November 14<sup>th</sup> to December 3<sup>rd</sup>. Other churches in the PACEM Churches fed our guests from November 14 to November 23<sup>rd</sup> and our volunteers fed the guests from November 24<sup>th</sup> to 30<sup>th</sup>. We had help from Ebenezer Baptist Church, the homeschool group (CHEC) who rents our facility on Mondays, and Mandy's friends at the VFW. On Thanksgiving volunteers from the larger community served. Summit House hosted both men and women and was nearly full (25 guests) every night.

### **Pastoral visitors**

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

Pastoral Visitors continued to provide support to congregants through in person visits, zoom, phone calls, emails and/or texts. We have become more flexible as a result of the pandemic in how we meet with people in order to be cautious given the continued risk of Covid-19 variants for ourselves and for congregants. This has also given us more ways of accommodating challenges due to distance and schedules, allowing us more ways of meeting people "where they are".

Pastoral Visitors met monthly with Rev Tim Temerson, and more recently, with Meadville Lombard seminary student and member of our congregation, Kirstin Fritz to discuss congregant contacts, to support each other and to provide ongoing education regarding topics relevant to our work. Our monthly meetings offer Pastoral Visitors an opportunity to share what is going on in their personal lives as well as talking about their congregant contacts. In addition to supporting each other this time is used to problem-solve some of the challenges that arise in our work. Through our educational components this year we have explored issues such as boundaries, life review, and how to hold space (using Heather Plett's book,  Holding Space  recommended by Rev Leia Durland Jones) for our congregants.

Shirley Paul continues to send bereavement cards on behalf of the congregation.

Changes: Karen Foley decided to retire from Pastoral Visitors.

## **PAUN**

No report

## **Personnel Committee**

Chair: Carol Gardner

Committee Members: Bob Brett, Lorie Craddock, Janice Walker, Bev Ryan (Board Liaison), Sean Skally (ex officio).

Committee Overview: This committee reviews personnel needs, roles, job descriptions, policies and compensation packages related to the congregation's paid staff. When appropriate, the committee makes recommendations to lead minister or the Board of Trustees regarding these items. This committee is also tasked with facilitating the annual performance evaluation process at UUCville.

Committee Accomplishments 2022-2023:

- Performance evaluations – Short form evaluations were completed in the spring of 2023 for Rev. Leia Durland-Jones, Sean Skally, Scott DeVeaux and Caroline Heins. New office assistant Carole McIvor has not been onboard long enough for an annual evaluation. Job descriptions will be updated as needed, as changes were identified during the evaluation process.
- Compensation – the committee closely reviewed the new salary recommendation process from the UUA and set out our priorities for this year: paying a living wage to all staff, ensuring staff were paid at or above the UUA minimum for their role and experience, and ensuring equity between positions of a similar level of responsibility. In an effort to increase transparency about this process, we met with the lead minister, Board of Trustees and Finance Committee several times, and Bev made a video (on our YouTube website) explaining the process for all congregants. The final salary recommendations were a joint effort between our committee, the lead minister, the Finance Committee, and the Board of Trustees. This was a more interactive and collaborative format compared with past years, and we received good feedback about the new process.
- Hiring and staff changes – the committee assisted Sean with postings for the Office Assistant position when it became vacant in the fall, as well as with interviews for the candidates. Carole McIvor started in this position in October.
- New minister – the committee has met several times with our new developmental minister Rev. Tim Temerson. We continue to work closely with him, as each minister has a different way of working with the staff and Board and structuring the church administration.
- File management – Sean and the committee members completed the move of the online committee files from DropBox into Sync. We continue to work to ensure that all relevant documents are filed in this area.
- Benefits – Sean manages benefits for staff, but the committee helped with a “benefits tune-up” review, recommended by the UUA.
- Committee members – we would like one more member on the committee for next year, and have reached out to the Nominating Committee. In addition, Bob Brett will be done with his term in June 2023, and we'd like to ask him to serve a second term.

### **Policy Review Team**

Members: Bev Ryan (Board Rep), Sandy Brooks

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.

During the past year the team has edited the Bylaws to reflect our name change, and change the term church to congregation throughout the bylaws to be in alignment with our name change.

### **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:

Joyce L. Repass 1934-2021

Howard Gorham 1927-2022

Joe Pratt 1941-2022

Marc D. Goldberg 1963-2020

### **Social Action Council**

No report

### **Soup Kitchen**

Co-chairs Elizabeth Breeden and Bonnie Hansen

The Soup Kitchen's teams served cafeteria-style meals every Sunday at The Haven at noon, with an average of 50-60 diners fed. Family members are often included in this longstanding intergenerational social justice effort.

Current members: Mark Foley (captain), Jennifer Billingsly, Matthew Gibson, Debbie Eggleston, Dan Foley, Barb Gemmerhausen, Mandy Griffin, Gil Griffis, Gary Holmes, Don Landis, Michelle and Pete Martin, Gloria Morgan, Carol and Rick Parrish, Ron Taylor, Kathleen Jump; Nancy Hurrelbrinck (captain), Warren Groeger, Kasha Viets-Wood, Danny Gray, Bernard Fulgham; Hannah Baran (captain), Jonathan Wamsley, Jenny Reid, Jennifer MacDonald, Carolyn Fitzpatrick, Linda McGhee; Bonnie Hansen (captain), Cathey Polly, Ellen Longmoore, Sandra Brooks, Burnet Davis, Michele Bascle, Jennifer Davis, Karen Lilley, Rebecca Berlin, Megan Greenwood, Patty Kohstall; Elizabeth Breeden (captain), Jean Botts, Margaret Ober, Barbara Dreyfus, Rosalind Westerman, Ted Thomas, Belinda Bullock, Beverly Gorham, Cathy Lawder, Heather Powell, Lainie Grantz; Susan Kaufman (captain), Pete Armetta, Cindy Benton-Groner, Helene Freiman, Judith Spellman, Ed Spellman, Kelly Dryden, Amanda Martinez, Jeanne van Gemert.

### **Usher Committee**

**Ushers Committee Members for 2023:** Marcia Brecker, Steve Brecker, Elizabeth Breeden, Elaine Chapman, Dan Grogan, Dinny Jensen, Gloria Morgan, John Nolen, Maggie Ober.

#### **Overview:**

Our team of ushers remains strong and works together well, although we could use a couple more volunteers as we lost a couple of folks in the past year who were not replaced. (Terry Epps, Nancy Banker-Simpson)

Usher responsibilities include:

- 1) preparation of the sanctuary for services
- 2) greeting congregants / answering questions
- 3) helping anyone find seats especially visitors
- 4) collecting/sorting/recording the weekly offering for the Treasurer
- 5) tidying up the sanctuary after the service

Signup Genius works well for scheduling, sending calendar reminders and keeping track of substitute ushers when needed.

We had a Holiday get together at Cville Coffee where I gave everyone a little hand-crafted gift. Everyone attended except one forgot. Plan to do that annually as everyone enjoyed it.

**2023-24 Goals:**

- 1) Continue to keep the standard high as far as procedure adjustments as needed.
- 2) Communicate quarterly by email to the team as needed.
- 3) Recruit 2 new members to the usher team.

Submitted April 12, 2023, by Marcia Brecker (scheduling coordinator)

**UUGuys**

No report

**UU Women’s Friendship Group**

**Overview:** The purpose of the Women’s Friendship group is to foster connections and build community among attendees in spirituality, friendship, and fun. The group was formed and started in September 2022. There are currently 49 participants on the email list.

**September Meeting**

Date/Time: Wednesday Sept 21 @7pm

Location: Hybrid in-person in the social hall and on Zoom

Attendees: Six attendees – Angela, Alena, Laura, Karen (in person) and Circe and Amy (on Zoom)

Topic/Notes: This was our kickoff meeting to get to know each other, define expectations for the group, and determine potential topics and activities for the meetings. There were themes around wanting to make friends and deepen connections. We had time to get to know each other a little and to talk about some random topics from TV to sports.

In our kickoff meeting we established the following:

1. We will meet once a month, but the day and time may vary. This will accommodate people who may not be able to attend a certain static day and time due to work schedules and other commitments.
2. We will continue in the hybrid format.
3. We are always open to new members at any time.
4. The primary goal of the group is spiritual and social and will have themes/topics.
5. We brainstormed topics and ideas such as storytelling, meditation, art projects, poetry, games, movies, and attending a sports event. We welcome new topics and ideas and those who would like to lead a specific activity.

**October Meeting**

Date/Time: Thursday Oct 20 @7pm

Location: Hybrid in-person in the social hall and on Zoom

Attendees: Six attendees – Angela, Barbara, Alena (in person) and Amy, Janine, Frannie (on Zoom)

Topic/Notes: This meeting was another opportunity to get to know each other better. We had two questions prompts: What matters most to you? How do you spend your time?

**November Meeting**

Date/Time: Thursday Nov 17 @7pm

Location: Zoom only

Attendees: Seven attendees – Angela, Alena, Amy, Ellie, Fran, Deborah, Donna

Topic/Notes: This month's theme was gratitude. We had two questions prompts: What are you grateful for? How do you express your gratitude? Donna also shared her recipe for Sourdough Bread Stuffing with Artichokes, Sun Dried Tomatoes and Basil.

**December Meeting**

Date/Time: Wednesday Dec 21 @7pm

Location: Fran's house in Belmont

Attendees: Two attendees – Fran and Barbara

Topic/Notes: Fran volunteered to host the group at her house in Belmont with her firepit for a winter solstice gathering. Unfortunately, only one group member showed up and they didn't light the firepit.

**January Meeting**

Date/Time: Tuesday Jan 17 @3:30pm

Location: PVCC

Attendees: 1 attendee – Angela Orebaugh

Topic/Notes: This outing was to attend the free screening and discussion of the documentary film "Raised/Razed" at PVCC. The film explored the history of the Vinegar Hill area, a large African American neighborhood, in Charlottesville. It explored the lasting effects of the destruction of the Vinegar Hill neighborhood from a federally-backed Urban Renewal program. After the film the filmmakers led a discussion and answered questions.

**February Meeting**

Date/Time: Wednesday Feb 16 @7pm

Location: Hybrid in-person in the social hall and on Zoom

Attendees: 4 attendees – Angela, Circe, Christine J., Fran C. (in person)

Topic/Notes: The theme of this meeting was a chocolate swap where attendees brought and/or sampled chocolate. We also had some free flow discussion around chocolate and other topics.

**March Meeting**

Date/Time: Wednesday Mar 22 @7pm

Location: Hybrid in-person in the social hall and on Zoom

Attendees: Nine attendees – Angela, Kelly, Fran, Circe, Estelle, Ann, Rochelle (in person) and Janine and Gayle (on Zoom)

Topic/Notes: The theme of this meeting is the Spring Fling Thing. We held a seed swap and potting party. The social hall tables were decorated with tablecloths, flowers, and spring candy. There was a large variety of both flower and vegetable seeds. Circe brought her beautiful hollow decorated eggshells and explained to us how to make them.

**April Meeting**

Date/Time: Wednesday April 27 @7pm

Location: Alamo Theater

Attendees: Thirteen attendees – Angela, Christine G., Christine J., Simone, Barbara, Bev, Kim, Janine, Jah, Kelly, Karen, Carolyn, Cassidy.

Topic/Notes: This month's meeting was an outing to see the movie "Are you there God? It's me, Margaret". Some attendees met at 6pm to get drinks and snacks in the bar. Christine G. rallied attendees for this meeting (including some who aren't yet in the Friendship group) by reaching out to individuals to help gain interest in our group and events.

**May Meeting**

Date/Time: TBD @7pm

Location: Hybrid in-person in the social hall and on Zoom

Attendees: TBD



Topic/Notes: The plan for this meeting is to create a strategy for next year and define who will lead the group and how the group will function. An email will be sent on May 1 to pick the best date for this event later in May for maximum attendance.

Submitted by Angela Orebaugh

### **Women Spirit**

Women Spirit is a newly formed Earth-based circle that celebrates the Wheel of the Year. We held our first ritual in February 2023 with about a dozen participants, followed by an Ostara celebration in March with about two dozen women; both were co-led by Bonnie Hansen, Christine Gresser, and Ellie Syverud. Our intention is to encourage shared leadership among interested people who live and identify as women, or who celebrate the feminine in their non-binary identity, and we envision a shared path of learning and leading ritual.

### **Women's Spirituality Book Club**

The Women's Spirituality Book Group launched late in 2022, with the goal of creating a safe space for spiritual exploration, discussion, friendship and more. Together we select, read and discuss a book each month of the church year. All who embrace the group and its mission are welcome. Members needn't feel as if they must come to every meeting, nor read every (or any) word of the book being discussed.

The group is co-facilitated by Jeanine Braithwaite and Laura Horn.

Our accomplishments:

- launching this new group
- steadily building our membership
- discovering new books
- deepening our spirituality
- building warmer friendships
- discovering great books and authors

Other members include:

Tammy Witt, Louis Wagner, Jennifer Varsahvsky, Ann Tuzson, Diana Scott, Ann Salamini, Liberty Powers, Deb Early, Amy App, Deborah Hakrader, Bonnie Hansen, Katherine Jenkins Djom, Diana Maier, Frannie Joseph, Karen Michie, Angela Orebaugh, and Hayley Owens.

Submitted by Laura Horn

### **Young Adults Group**

No report