

Unitarian Universalist Congregation of Charlottesville
BOARD OF TRUSTEES MINUTES
April 26, 2023

Meeting hosted on Zoom at 6:30pm.

Major focus for Board in 2022-23

Action on our Developmental 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.*

In attendance – Pam McIntire, President; Bev Ryan, Vice-President; Kay Frazier, Treasurer; Hayley Owens, Secretary; Renee Brett, Chris Little, Jimmy Gorham, Breck Gastinger, At-Large Members; Tim Temerson, Lead Minister; Rev. Leia Durland-Jones, Minister of Faith Development; Sean Skally, Director of Admin and Finance

Absent – Steve Brecker, At-Large Member

Guests – Estelle Philips, Kirstin Fritz

I. Opening - (20 mins)

- Opening and Closing Words: Hayley
- Reporter: Bev
- Time Keeper: Jim
- Process Observer: Breck

1. Opening Words -
2. Check-In: one to two minute check-in:
3. Community Time / Public Comment -
4. Acceptance of Agenda

MOTION: Pam made the motion to Accept the agenda

Motion was seconded by Chris

The Board accepts the agenda as written.

5. Written Correspondence

- a. Marlene Jones - See attachment and the following follow-up email (04/25):

In an earlier email I sent a copy of the packet that was created and distributed as part of our congregation's last ministerial search.

This document took a committee over a year to put together and was a deep dive of our congregation at that time.

And I think, in 2014, there was a congregational survey done that was created and conducted by a committee that spent several months on that task.

I think the congregation is prime for a new state of the congregation survey, although the cottage conversations are a good step, based on my experiences in the past, a more comprehensive survey is needed at this time.

I think it is very important that leadership not only conducts regular comprehensive surveys of the congregation, leaders need to read the histories embedded in these past endeavors to inform their current decisions.

Marlene's email asks the board to consider doing a church-wide survey. Pam has talked with Rev. Tim and they plan to look into doing this.

II. Congregational Endorsement of Kirstin Fritz (10 min)

- Kirsten is asking the congregation to sponsor as she continues on her path to become a UU minister. Sponsorship means that the congregation of UUCville recognizes Kirsten and supports her continuing in her next steps in seminary.
- Kirsten became a UU in 2004 while living in Nashville. She moved to Charlottesville in 2007 and has been involved with UU C'ville on and off as her life has allowed since then. Currently Kirsten is in seminary at Miga Lumbard. Kirsten has been doing a pastoral care internship, which is not required, but something that she jumped into doing and is passionate about. In September, Kristen will be starting an internship with the UU congregation in Richmond for two years. Kristen will preach to the congregation on July 10th.
- Breck gave his endorsement for Kristen based on his positive experience serving with Kirsten on a few committees. He shares that Kirsten is a wonderful advocate for the UU movement.
- **Motion:** Jimmy made the motion to vote to authorize the board president to let the ministerial credentialing office know that UU C'ville is sponsoring Kirsten Fritz.
- Breck seconded this motion. The board unanimously approved.

III. Electronic Motions (1 minute)

1. Approval of the March minutes happened electronically.

IV. Developmental Goals Action Plans and Reports (20 min)

Update from Mission Taskforce and Stewardship (See written report summarizing Cottage Conversations)

Goal 1 - (Chris)

The next steps that the process is taking could be thought along the lines of “Design Thinking.” The first step was divergence (cottage conversations - many possible answers, many voices) and now the process is working towards convergence (bringing a few viable possibilities for mission statements to the congregation this Sunday). The taskforce has taken the great conversations and crafted a few viable options.

There will be an Information/feedback session after the service on April 30th. This is not a vote, just putting something out there to get feedback that will shape the end product. The taskforce is feeling good about the process and how it is unfolding. The session this Sunday is an interim step before bringing something to the board to vote on.

Goal 3 - (Kay)

Final numbers for pledge drive with the pledge and match combined are \$500,371. 43 are new or returning pledgers (this is a great sign for the future!). 23 people did not pledge from last year. In total there was a 6% increase in pledges from last year which can be in part attributed to the new pledgers.

It is inspiring to see the number of people who have been with our church for a long time, but have pledged for the first time this year. These might be small pledges, but that means the message came across that every pledge matters no matter the size.

Plan to set up a debrief to reflect on how the work went can be better. Specifically there are improvements to make with how data is collected and held. SSC can provide the bridge between pledge drive years. Working on putting together a survey for pledgers to understand what motivated them to pledge.

The SSC is also working on communication. This will be a quarterly newsletter that will highlight stewardship ministry and what is happening with this at the congregation. Working on growing our planned giving and endowment.

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

V. Reports (20 min) - Written reports can be found at the end of the minutes. *Votes mentioned in reports will be taken in the business portion of the meeting.*

1. **President's Report** (Written)- Pam McIntire

2. **Vice President's Report** (Written) - Beverly Ryan
 - a. At the congregational meeting we need to vote on two changes to the bylaws:
 - i. Change the name of the congregational meeting
 - ii. Change the term "church" to "congregation" throughout the bylaws.
 - b. Draft Motions:
 - i. I move that we change the church name in the bylaws to the Unitarian Universalist Congregation of Charlottesville as reflected by our vote to change the name.
 - ii. I move that we change the word church throughout the bylaws to congregation.
 - c. Working on collecting the annual reports from congregation leaders and committees. These give a record of what groups were doing in the past year. Rev. Tim calls it: "Writtin' for the archives"
3. **Treasurer's Report** (Written) - Kay Frazier
4. **Lead Minister's Report** - (Written) - Rev. Tim
 - a. Having a great time teaching his class "With Head and Heart: The Spiritual Wisdom of Howard Thurman"
 - b. Would like to spend more time discussing Article II. This is the portion of the UU bylaws where the principles and purposes are located. Part of the plan is that the UUA will review these periodically. A Taskforce was formed that has proposed new/revised values that will be at this year's general assembly. It takes two consecutive years of voting for this to pass these changes. The seven principles are 40+ years old.
 - c. Congregational parity allows us to take these values and teach them however works for us.
5. **Minister of Faith Development's Report** (Written) - Rev. Leia Durland-Jones
 - a. Needs help finding folks to provide childcare after the service so that parents can participate in after-church activities. This is part of rebuilding after the pandemic.
 - b. OWL facilitator training coming up in Richmond. This is a great opportunity to train many people in our congregation. If you have ideas for folks that would be good in this role, be in touch with Rev. Leia.
 - c. Rebuilding Religious Education Committee in the summer. Looking for folks who would be interested in being involved with this.
6. **Director of Administration and Finance Report** (Written) - Sean Skally
7. **Building Use Task Force:** (Oral)
 - a. No update. Will remove this item from the agenda till deemed needed.
8. **Membership Report** (Written) - Beth Jaeger-Landis

Membership stands at: 314

9. Board Liaison Reports

- Nom Committee: (Oral) Breck Gastinger
 - Nom com is working hard and getting close to announcing the new slate for the board.
- Personnel Committee (Written in VP report) - Beverly Ryan
 - Personel met and reviewed the changes in budget and salary recommendations. Grateful for the careful thought that went into the budget.
- Communications Committee (Oral)
 - Communications committee is amazing! The website looks incredible and up-to-date.

VI. Business (40 min)

- **Budget (Kay):** 10 min
 - This budget process has been a collaborative effort. Personnel committee, ministers, staff, and finance committee. This was a lengthy process, but has resulted in a good end product.
 - Revenues: Pledge drive has been successful and the budget planners used 95% of the total pledged to calculate the revenue for the budget. Non-pledged donations and Social Action donations have been up this year. Fundraising is going well, but there is a decrease in projections for this current fiscal year. Adjusting this to be lower for the next year. Facility rental team should be credited for helping increase the money that is coming in for the rentals.
 - Social Action Collection is no longer being included in the operating budget. This caused accounting issues and made it difficult for communicating back to the congregation about Social Action.
 - Cost of health insurance has increased. Personnel committee had a lot of work to do this year because the UUA had made changes in their recommendations. Many conversations were had between the personnel committee and finance committee to achieve equity and fairness in pay. There was a focus on equity in salary between genders and to help get all our staff salaries to a midpoint in salaries. Not there for every position, but have laid the groundwork for the future.
 - Childcare budget has been increased.
 - New funding for the young adult ministry and women's spirit group.
 - Slight increase for funding building and grounds.
 - \$5,000 payment on unsecured loans.
 - This balanced budget doesn't fund everything, but will meet all of our needs.
 - Professional expenses have been funded less because this year the staff were asked to project their needs and give targeted amounts.

- There will be a public Budget Presentation and conversation (dual platform) on May 7th from 1:30-2:30pm
- **Motion:** Jimmy made the motion that the board approve the budget as presented.
- Chris seconded the motion. The board voted unanimously to send the budget forth to the congregation on June 4th.

- **Appointment to the Stewardship Committee (Kay):** 5 min
- **Motion:** Bev made a motion that the Board of Trustees appoints Ann Salamini to the Stewardship Steering Committee for an indefinite term. This appointment is effective immediately.
- Kay seconded the motion. The board unanimously approved.

- **Appointment to Finance Committee (Kay):** 5 min
- **Motion:** Renee made a motion that the Board of Trustees appoints Donna Redmond to the Finance Committee for an indefinite term. The appointment is effective immediately.
- Kay seconded the motion. The board unanimously approved.

- **Review Agenda for Congregational Meeting (Pam):** 10 min
- On the agenda are elections, approval of the new mission statement, a few bylaw changes, and the budget. The packet will include reports for people to read through on their own time. The Lead minister will present. Rev. Leia will make a report. President Pam will offer some words.
- The plan is to hold voting in-person and online. The congregation used election buddy in 2021. Last year we did hand counts. There is less of a need this year for anonymous voting. It could be just a show of hands. To do this hybrid, we would have people online counting hands.

- **General Assembly Delegates (Pam):** 5 min
- **Motion:** Kay made a motion that the board vote to approve Kim Grover and Kesley Cowger as our general assembly delegates.
- Breck seconded this motion. The board unanimously approved.

- **Employer Participation Agreement (Sean):** 5 min
- The Employer Participation Agreement (EPA) is an agreement from the board affirming what our congregation is doing for retirement benefits. We need to have an agreement on file in the building and with the UUA. UU C'ville offers 10% of salary for every staff member but not automatic enrollment. UU C'ville doesn't start contributing till the staff member has been here for a year.
- **Motion:** Breck made a motion that the board vote to adopt the retirement plan.
- Renee seconded the motion. The board unanimously approved.

- **Non-Profit Status Update (Sean):** 5 min

- This will need to wait till after the congregational meeting. Need to change our bylaws to reflect our name throughout in order for our application to be approved.

VII. Review Agenda Items for Next Meeting (5 min)

The board will meet on Zoom in May. The June meeting will have an in-person potluck with newly elected members before the meeting.

VIII. Closing Activities (5 min)

1. Process Review –
2. Things to do / communicate
 - a. Work on the congregational script
 - b. Think on folks who can fill in for the different RE opportunities
 - c. Program budget will be coming out soon
 - d. Budget conversations and mission conversation.
 - e. Communicate Congregational meeting date - June 4th!
3. Closing Words

Dates to remember

Next UU Charlottesville Executive Board Meeting: May 11, 2023

Next UU Charlottesville Board Meeting: May 24, 2023

*Minutes respectfully submitted,
Hayley Owens, Board Secretary*

Reports to the Board

President's Report to the Board: April 2023

We are nine months into our first year of Developmental Ministry with Rev. Tim. It has been an impressively productive nine months! Our whole congregation has worked together to be a healthy community operating with sound governance toward a united mission. Our Developmental Minister, Rev Tim, has provided wise guidance while listening extensively to our many committees and congregants. We are grateful that he has agreed to be with us for another year and we hope we will stay for many more.

Developmental Ministry is a time between having Settled (or Called) Ministers. In these in-between years, UU Congregations often first have an interim year or years (which we did when we Rev. Linda was our interim lead minister) and then Developmental Ministry years which can last as long as the congregation needs it, often 4 to 7 years.

In our Developmental Ministry years, UUCville is working on four Developmental Goals which we identified in 2021. These goals can be found on our website at <https://uucharlottesville.org/about-us/developmental-ministry-goals/>

In recent months, we have focused our efforts on Goal 1, Defining a Broad Shared Vision of our Purpose and Goal 3, Strengthening our Stewardship Ministry.

Our Goal 3 Stewardship Steering Committee has been doing impressive work in examining our long range stewardship planning. Our Treasurer, Kay Frazier, and our finance committee have been working hard thinking about all our needs, developing a draft budget and supporting our Pledge Drive. What an impressive Pledge Drive! Many thanks to Bob Brett and Hayley Owens for chairing our drive and to our many volunteers who donated many hours of their time to make this drive successful and support the important work of our congregation!

Our Goal 1 Mission Task Force hosted 17 Cottage Conversations in which over 120 people participated. The Task Force has studied the transcripts from all 17 conversations and talked extensively about how to summarize everyone's love and dreams for UUCville in a mission and vision statement. Draft statements will be presented to the congregation on April 30 after the service. Please see Chris Little's summary of the conversation transcripts included in the Board Minutes for the April Board Meeting <https://uucharlottesville.org/board-of-trustees/>

As the Mission Task Force discusses the cottage conversations and how we might bring together all the many ideas in a mission and vision statement, it is fascinating and heartening to hear how we all hold similar visions (though of course in many different words and formats - we are UUs after all!). We all talk about the importance of community, love, open-minded inquiry, spiritual, emotional, and intellectual growth, social and environmental justice, caring for one another, engagement in the larger community, nurturing our children and youth, valuing diversity of thought, being a welcoming sanctuary for all people and expressing our love in action.

It is inspiring to be a part of a community where people open their hearts and speak about love and dreams with such vulnerability and wisdom. I believe that as we unite in a broad shared purpose, we will be an even more powerful force in the world. We have an important message for the world.

I also want to highlight how much fun we have been having. Rev Tim and Rev Leia have organized such meaningful (and sometimes humorous!) services. It is great to have the children with us and to hear their voices in the first parts of the services! The music offerings have been terrific! The after service gatherings have been a wonderful opportunity to be together for more personal sharing (and wonderful snacks and lunches). The Easter festivities were so creative and fun! The 80th birthday party of our congregation was joyous!

I look forward to many more meaningful and fun times together. We might be the church of open minds, helping hands, loving hearts and fun!

Submitted by, **Pam McIntire**, President

Vice President's Report to the Board: April 2023

Committee budget process:

During the past month I have continued to work with Finance in developing a balanced budget. The Board will receive the budget this month to approve.

Annual Reports:

I have been collecting Annual Reports from all committees and groups this month for posting on the Web and inclusion in the Annual Congregational Meeting June 4, 2023. It is amazing to read through these reports and hear all of the amazing things accomplished this past year. At this time, I have received 15/37, so will be sending out a reminder to get these reports together by May 15th at the latest.

Personnel Committee: The annual evaluations have been completed by supervisors. Sean has filed the new benefits agreement with the UUA for health care and has completed the retirement agreement. This will need to be voted on by the Board this month.

Fundraising Events:

The live, in person spring auction will be on May 13th. The online auction (April 21-May 5) has had a lot of interest and bidding on meals and events. The Auction committee has been very busy getting and clarifying donations before entering the auction software Auctria. We have a great variety of items for sale and bidding.

The Connie Cheetham Award Committee is meeting on April 27 to review all the nominations for this award. We will be presenting this award at the service on May 7.

Respectfully, **Beverly Ryan**, Vice President

Treasurer's Report to the Board: April 2023

Finance Committee – Budget Approval

The Finance Committee completed work on the FY 23-24 Proposed Budget and unanimously voted to send the budget to the Board for review and affirmation. The Budget Memo and Proposed Budget are included. Please note the highlighted corrections in the Budget Memo from the version sent to the Board on April 21 via email. The Proposed Budget also changed slightly because of an additional pledge. The Pledged Donation revenue increased as well as the General Reserve Contingency line item.

Financial Information – Year to Date March 2023 (75% of FY)

Link to the Financial Dashboard <https://uucharlottesville.org/budget-information/> for an overview. See the DAF report for detailed monthly reports.

Highlights:

- Revenues are slightly exceeding expenditures.
- The pledged and non-pledged donations are on track to meet the adopted projections. We have reached 82% of the projected budgeted pledges. This category of revenue continues to be the mainstay of our financial wellness. The continued honoring of pledges, plate collections, and non-pledged donations is the bedrock of our financial wellness. Honoring pledges is essential to end the Fiscal Year with revenues meeting expenditures.
- The Social Action Collections are exceeding the adopted projections. The fiscal year projection was \$25,000 and to date, \$29,664 has been collected. These funds are designated and can only be used to fund the social action groups, and cannot be used to fund operational expenses.
- Fundraising and Other Revenues are below adopted projections. The positive news is that both are above the amounts of last year's budget and are recovering from COVID lows. Building Rental Revenues are tracking to exceed projections and have recovered from COVID lows.
- Expenditures are tracking at 79% spent of the adopted budget. Close management of expenditures is needed to close out the fiscal year with a positive net balance.
- One of the factors influencing expenditures is that we had two unexpected emergencies. A lightning strike caused significant damage to the copier, projector, and IT equipment. A flood in the lower hall required cleanup and remediation. The cost of repairs, replacement, and remediation from these two events is \$21,744. We received an insurance reimbursement of \$11,210, leaving an unbudgeted expense of \$10,534.

Business

Finance Committee

Donna Redmond has volunteered to join the Finance Committee. Board approval is required to appoint Donna to the committee.

Proposed Motion: The Board of Trustees appoints Donna Redmond to the Finance Committee for an indefinite term. The appointment is effective immediately.

Stewardship Steering Committee

Ann Salamini has volunteered to join the Stewardship Steering Committee as the 3rd congregational member. Board Approval is required to appoint Ann to the committee.

Proposed Motion: The Board of Trustees appoints Ann Salamini to the Stewardship Steering Committee for an indefinite term. This appointment is effective immediately.

Lead Minister's Report to the Board: April 2023

I am very pleased to lift up all the good news that has been happening at the UU Congregation of Charlottesville. A record setting pledge drive, celebrating our 80th anniversary, dedicating the new sign with our new name on Rugby Road, taking the next steps in our mission/purpose work, creating a balanced budget that reflects our congregation's values and priorities, and so much more. When I think about all the good things that have happened this year and the positive energy that is in the air at UUCville, I can't help but feel that we are well on our way to not only achieving our developmental goals, but also to becoming the congregation I think most of us dream about – a community of courageous love, a community of transformational spiritual growth and exploration, a community of radical welcome for all, and a community that moves beyond its walls to speak and act boldly for social and environmental justice. We still have a long journey to make but having now served UUCville for almost a full church year, I have no doubt we can make that journey and become the beacon of liberal religion and hope that our community and the world surely need.

Worship – services on Sunday mornings continue to be well-attended, both in person and on Zoom. I especially want to draw attention to the services on Easter and the following Sunday when we celebrated the congregation's 80th anniversary. Easter was amazing and we were blessed by the presence of a remarkable young pianist, Alex Suh, who is a **second-year** undergraduate at UVA. His postlude received a standing ovation from the congregation, most of whom remained to enjoy his remarkable talent. I also have to thank the remarkable Rev. Leia, who teamed up with me for a skit about Mary Magdalene. Although the skit was part of the Time for All Ages, we have both received quite a bit of positive feedback from adults about it from adults....The service on April 16 was equally memorable and was a fitting celebration of our congregation's past, present, and future. I was especially grateful to Rev. Leia for putting together a service that celebrated all the good we've done over 80 years while also acknowledging there have been rough spots. And thanks to Dave Shutt for the photography and Breck for bringing his drone! I'm very much looking forward to upcoming services, including May 7 when we celebrate volunteer appreciation and flower communion, May 14th which will include a child dedication, and the Coming of Age service on May 21. Services in June will include New Member Sunday, Youth Bridging, and a Juneteenth celebration.

Membership – We held a New Members & Friends class on April 15 and welcomed three new members and one returning member. The class went very well, including guest appearances by our own President Pam and Scott Deveaux. Monthly newcomer circles continue and are averaging 4-8 attendees per gathering. We will celebrate new members with a ceremony at the service on June 11.

Church Budget – I know you will be discussing the budget tonight but let me say what a wonderful process it was and how welcomed I felt to be part of it. I was very impressed by the hard work done by the Finance Committee, and especially by the talented and tireless Marian

Wendelin. I also can't say enough about our incredibly gifted treasurer, Kay Frazier. Kay played a crucial role throughout the process and her knowledge and dedication are a great gift to our congregation. I also want to say what a nice job Kay and the Finance Committee did in incorporating the salary recommendations of the Personnel Committee. While the size of the raises had to be brought down to a more fiscally responsible amount, the values and priorities articulated by Personnel are reflected in the raises approved by the Finance Committee. Another good example of our congregation coming together to live our values while also balancing the budget!

Teaching – My AFD class, “With Head and Heart: The Spiritual Wisdom of Howard Thurman is going strong. I had 33 people register and am averaging somewhere between 25-30 attending each class on Zoom. I feel the class is going well and is much more discussion-centered than the class I taught on world religions. I’ve been inviting class members to choose and share a favorite Howard Thurman meditation during class and we have had some memorable offerings, including one from Greta Dersheimer that was very moving and would have touched Howard Thurman’s soul!

Denominational – Rev. Leia and I attended a Blue Ridge cluster gathering at UU Waynesboro on April 18. That was my first visit to the Waynesboro congregation, and I thoroughly enjoyed getting to know new colleagues. I also want to acknowledge how little we’ve focused on the proposed revision of Article II of our UUA by-laws, which would, if passed, mark a significant revision of our UU principles and purposes. At the meeting in Waynesboro, it was very clear that other UU congregations are devoting considerably more attention than we have to Article II. I hope to talk more about national and regional UU questions next church year, but I confess all of my energy this year has been focused on UUCville.

Respectfully Submitted, **Rev. Tim**, Lead Minister

Minister of Faith Development’s Report: April 2023

SUNDAY PROGRAMMING

CHILDREN’S FAITH DEVELOPMENT (11:00-12:15pm)

Our Sunday morning programming for 4 year-olds through 5th graders is robust with active participation from families including newcomers and visitors to our congregation. We continue offering supervised childcare most Sundays from 12:30-1:30 for children 5th grade and younger. This second hour allows both parents and children to socialize with peers.

*****We need additional paid childcare providers and/or volunteers to meet our adult/child ratio for safe congregation guidelines and to provide quality care. Please let me know if you are aware of anyone who might be interested in this position or in helping.*****

YOUTH PROGRAMMING (6TH-12TH GRADES, 12:15-1:30pm)

Neighboring Faiths visited Mt. Zion African Baptist Church as well at the Quakers (Friends) meeting. Our 9th & 10th grades, the Coming-of-Age class meets weekly and with their mentors regularly to explore topics relevant to our faith, UUism and more. Under the leadership of Beth Jaeger Landis, the youth had a fantastically successful fundraising luncheon supporting the ASP trip on April 16th. 11th & 12th grades, YRUU, is a safe space for youth to check-in with caring adult advisors to talk about life experiences as well as topics of interest and meaning. Preparations are underway for the 9th-12th grade service trip with the Appalachian Service Project this July.

WORSHIP

Rev. Tim and I continue to have fun collaborating on the content of the first twenty minutes of the service each week. I led worship on Sunday March 19, speaking *on Together We Build: Braver/Safer Spaces*. If you missed it, you can watch the service (and others) on our Youtube channel: <https://www.youtube.com/watch?v=3rONrMX-2B8>

It was a delight to weave worship with Rev. Tim on Easter and for our congregation's 80th birthday celebration the following Sunday, April 16. Working with Rev. Tim is a joy! I am meeting with our COA class to continue helping them put together the service they will offer for the congregation on April 30th.

ADULT FAITH DEVELOPMENT

Our AFD The Winter/Spring semester is winding down with a few offerings in process including Rev. Tim's class on Howard Thurman. Our "Mindful Parenting using Systematic Training for Effective Parenting" began April 16 with 18 participants!

PASTORAL CARE

Pastoral Care is part of every week in collaboration with Rev. Tim and our Pastoral Visitors.

DENOMINATIONAL

I attended the April gathering of UU Religious Professionals, hosted by the UU Fellowship of Waynesboro, and enjoyed meeting with colleagues from Blacksburg, Lynchburg, Roanoke, and Charlottesville.

TIME AWAY

I will be taking vacation May 1-4.

In faith and with love, **Rev. Leia**, Minister of Faith Development

Director of Administration and Finance's Report: April 2023

Finance

Finance Recap

	As of Mar 2023	As of Mar 2022
Total Revenue	\$60,320.90	\$38,391.55
Total Expenditures	\$74,516.00	\$51,940.79
NET REVENUE	\$ -14,195.10	\$ -13,549.24

Financial Reports

- [Budget Vs Actual](#)
- [Statement of Activity](#)
- [Statement of Financial Position](#)
- [UUCEF Statement](#)

Administration

Safety & Security

- No news to report

Regulatory

- Working on retention compliance for the UUA Benefits Workbook
 - o Found and filed the Health insurance Subscription Agreement (SA)
 - o Found outdated Employer Participation Agreement (EPA) for retirement planning and filed it.
 - o Asked Board to vote on new EPA to file.

Attendance

YEAR	2023	2022	2021	2020	2019	2018
Jan	152 (175)	91	194	288	208	265
Feb	153	94	183	154	229	208
Mar	129	120	179	100	205	238
April		131	158	175	199	258
May		135	123	182	191	207
June		132	118	112	170	139
July		110	98	105	137	135
Aug		134	107	137	165	136
Sept		128	83	107	215	250
Oct		160	60	92	116	161
Nov		159	99	134	214	202
Dec	141 84	146	161	169		

*Jan 2023 number in parenthesis is without Jan 1 Online only sermon

Information Technology and Computers

- No news to report

Personnel

- retirement system in place

- new health insurance payment and billing method in place
- Sean's, Scott's and Caroline's reviews completed and filed

Buildings and Facilities

- Porch repairs are still needing to be completed as soon as contractor's schedule opens up.
- Buildings team looking into ramp repair

Repairs

- Social Hall Rugby Road side outdoor Faucet replaced, cut off added, access panel installed, mounting plate installed.
- Edgewood lane faucet mounting plate installed

Sean Skally, Director of Administration and Finance

Membership Report for April 26, 2023

Membership as of March 22, 2023: 311

Additions:

Jerry Wendelin (reinstatement of his membership)

Katie Blackwell

Hilary Wehrle

Drops: none

Membership as of **April 20, 2023**: 314

Respectfully submitted, **Beth Jaeger-Landis**

Summary of Notes from Cottage Conversations

by Chris Little

1. What does this congregation mean to you? or What brings you to UUCville?
 - **Community:** family*, friendship, connections, belonging, companionship, friends, supportive (of each other), religious home, there for me during difficult/tragic times, welcoming, hope, second home, love, home away from home, kindness,
 - **Shared Values:** like-minded people*, open-minded, open-hearted,
 - **Spirituality:** reverence, sermons, spiritual home, many members raised in dogmatic religions and seek out individual freedom, I can explore, no creed or dogma, heart-centered and spiritually adventurous, spiritual growth

- **Personal growth:** better person, navigate the world, be inspired, learn, grow and feel safe*, my search to find truth and meaning, encourage and support each other in this search, free to explore feelings, ideas, beliefs, here, without judgment*, acceptance,
- **Service:** reciprocity, care for outer world, wider community, social justice, make a difference in the world, food and finances, helping hands (e.g. meals),
- **Our Youth:** OWL, RE offerings, values/RE for kids, values passed to kids, where children and teenagers can grow, great place to raise my kids, alternative peer group for them,

2. How would you describe our purpose, the reason we exist?

- **Religious community:** safe place, spirituality nurtures us, services at life events, spiritual growth, freedom of belief, respect for others, foster spiritual growth in our members, a place where people can find their own ground for spiritual exploration, shared spiritual growth, beacon, refuge for free thinkers, everyone has a place, still has the good aspects of what feels "churchy" (community, caring) but I don't have to park my beliefs at the door, non-creedal, theologically liberal community, support each other in times of grief, hardship, and joy,
- **Make the world a better place:** stewardship, social, environment, planet earth, manifesting our principles, practice our values, do good work, taking action, respect for the interdependent web, live our values (the seven principles), positive impact on the community, social justice, move forward, positive change for others as well as ourselves, to change the community and the world for the better,
- **Help us become better persons:** celebrate diversity of beliefs, come as you are, learning, open,
- **Balance:** social justice action and cultivating spiritual needs,

3. What is important to you about how we impact the larger community and world?

- **Challenge ourselves to grow:** constantly reevaluate: examine what we can do differently, ask what's next, how do we do better, book groups, discussions, etc. are a good start but must convert to action, more walk less talk, need more aggressive UU outreach and recruiting, there is a role for the "prophet" in the street telling those who will listen about who we are, sanctuary, variety of thoughts and beliefs, do it SO LOUD that it's really getting us noticed, be known [] by the success of our actions, give voice to an alternative way of being religious, be visible and vocal in our community, We need to *BE* and we need to *BE SEEN AS* a place that is welcoming to Black and brown people, have FUN! More music! More kinds of music! More music in general! More joy!
- **Serve broader community:** serve large community, show up for different groups, serve without evangelizing or imposing, impacting community kindly and compassionately, "how" is as important as "what", be respectful to other's ideas and traditions, our natural world, how are we viewed by those in our community outside UU?, serve those in need

within UU, esp. seniors (CareNet), action-orientation, we really live it, we take action, show up, speak out, act, side with love and with justice, touch thousands of lives in thousands of ways,

- **Community Partnerships:** make connections, get involved in wider community organizations, UVA, be presence/ally/support for other groups, partner with others doing great work rather than “do it our way”, e.g. PACEM and IMPACT, ASP, soup kitchen, refugee welcome project,
- **Social Justice:** tolerance, equality, equity, inclusivity and stewardship, we must stand for something, we have been brave in the past,
- **Amplify individual efforts:** education, broaden awareness, opens doors for us, expands our individual effect,
- **Positive Examples:** Welcoming Congregation, Green Sanctuary, Divestment, Supporting BLM, name change, Social Action Collection,