

Unitarian Universalist Congregation of Charlottesville
BOARD OF TRUSTEES MINUTES
October 25, 2023

Meeting hosted on Zoom at 6:30pm.

In attendance – Pam McIntire, President; Bev Ryan, Vice-President; Kay Frazier, Treasurer; Hayley Owens, Secretary; Renee Brett, Jimmy Gorham, Achsah Carrier, Chris Little, John Griffith, At-Large Members; Tim Temerson, Lead Minister; Sean Skally, Director of Admin and Finance

Absent – Rev. Leia Durland-Jones, Minister of Faith Development

Guests – Elizabeth Breeden, Lorie Craddock, Kim Grover, Bev Gorham

I. Opening - (20 mins)

- Opening and Closing Words: Achsah
- Reporter: Kay
- Time Keeper: Chris
- Process Observer: Jimmy

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

MOTION: Achsah made the motion to Accept the agenda.

The Board unanimously approved the agenda with the change to move the Summit House Porch Update to the beginning of the meeting.

Written Correspondence

- a. Board receives an email from Katherine Jenkins Djom on Oct. 1st included at the end of reports. Katherine's letter discusses the word "healing" as it pertains to our mission statement voted on at the last congregational meeting.
- b. Members of the board and the Mission Taskforce have talked with Katherine to understand Katherine's perspective.

II. Electronic Motions (1 minute)

1. Approval of the September minutes happened electronically.

III. Business I (15 min)

- **Summit House Porch Update (15 min)** Hayley & Kay
 - Project Background:

- Repair Need: Foundation of the porch appears to be moving resulting in porch boards that are becoming damaged. The extent of the porch structure that needs to be replaced is not apparent, but we need to address this issue soon as the porch, and supported roof, pulling away from Summit House could mean greater damage in the future. The ramps also need to be replaced, possibly redesigning one ramp to be an accessible slope.
- At September's board meeting, the board expressed their support with proceeding with the project to replace the porch and ramps. There were three bids, two from larger contractors that roughly estimated costs of \$50K, and one from an independent contractor, Buck Clark, t/a Clark Painting that Lorie has worked with before that estimated \$30K.
- The project scope has narrowed since the last meeting: Through many conversations, the committee discussed future planning for the area in front of the social hall to include a ramp that connects the upper parking to the social hall, but that work will not be a part of this project. In the meantime, the porch work will include two ramps, with the possibility to dismantle the ramp connecting the summit house and social hall patio in the future to allow the Summit House porch be a destination and gathering place, and less of a passthrough zone.
- We have decided to explore our partnership with Buck, the independent contractor and since have narrowed in on the estimate - he has estimated material costs to be \$11K, bringing his refined bid, including engineering of the porch foundations and labor to \$34.5K. Separately we will plan to hold a 10% contingency bringing the estimated cost for to \$38K.
- The committee is working to create a contract with Buck that outlines scope of work, expected services, work schedule, payment schedule and additionally that we will require structural design before we purchase material, understanding that the material order has about a month lead time. We are also looking to pursue a lump sum contract with Buck that will give us a guaranteed maximum amount that we will pay for this project (as opposed to hourly, etc.). In the contract, we want to make sure that we don't order materials until the structural engineer assures us that the plan will work.
- Buck is an informal contractor, so the work has fallen to the committee and Kay to foresee how to document and create a partnership that will protect all parties.
- The Finance Committee endorsed the proposed funding strategy. And the committee is requesting the Board approve the use of Endowment and Capital Reserve funds.
- The funding proposal is as follows:
 - Capital Reserve - \$10,000 funded through net revenue from FY 22-23
 - Bristol Fund - \$3,250 requires approval from Bristol Fund Trustees
 - Endowment - \$15,000 requires Board approval
 - Minister's Discretionary Fund (moved to Capital Reserve) - \$2,000
 - Fundraising - \$8,000
 - Total \$38,250
- Any funding needed above the proposed budgeted amount will need to be added to the fundraising goal and the committee is asking for support with fundraising.

- We will not start construction until after PACEM finishes on Dec. 9th.

MOTION: Kay moved that the Board of Trustees approves the use of \$15,000 from the Endowment Fund and \$12,000 from the Capital Reserve Fund to fund the improvements and repairs to the Summit House porch and ramps, effective immediately.

Hayley seconded the motion and the board unanimously approved.

- Need to create a team to assist with fundraising. Elizabeth, Rev. Tim, Jimmy (maybe), Bev (yes!)
- Sean raised the idea of a fundraising committee with longevity in the future to help with the long slew of projects that our congregation needs done in the coming years.
- SSC will discuss this at the next SSC. Want to keep in mind that we will host a future capital improvement plan.

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

IV. Reports (30 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. Insurance premiums increased on a calendar year
3. **Treasurer's Report** (Written) - Kay Frazier
4. **Lead Minister's Report** - (Written) - Rev. Tim
5. **Minister of Faith Development's Report** (Written) - Rev. Leia Durland-Jones
 - a. Appreciation for all that Rev. Leia is doing - evidenced in her report.
 - b. Rev. Leia is very respected in the denomination, and teaching a renaissance module is a sign of this. We are proud of her!
6. **Director of Administration and Finance Report** (Oral) - Sean Skally
 - a. The lawyer is drafting a letter to give a final deadline for door delivery. If this is not honored, the trustees will take Commonwealth Glass to court.
 - b. Sean has done a wonderful job following up and being tenacious with this effort.
7. **Building Use Task Force:** (Oral) - Member of Task Force Team
 - a. Greg has developed some FAQs about the ongoing situation with Covid. Will be refined and made accessible on the website.
8. **Membership Report** (Written) - Beth Jaeger-Landis

Membership stands at: 320

9. **Board Liaison Reports**

- **Nom Committee: (Oral) John Griffith**
 - Met on Monday. The committee is down to four members and a board liaison. Laura was going to check if four is enough people, or if five is needed.
 - The nominating committee strategy right now is to start reaching out to people about if they are interested in second terms - There are four people on the board who are up for second terms. John asks board members to think about this and send a message to Cathy Lawder.
- **Personnel Committee (Written in VP Report) - Beverly Ryan**
- **Communications Committee (Oral) - Achsah Carrier**
 - Had a small meeting last week. T-shirts have arrived and the committee plans to start marketing these in a few weeks. Want to start selling these on Nov. 12.
 - Need to make sure that we have an account set up to start collecting the money - The plan is for the minister's discretionary account to collect the funds since this account fronted the money for the project.
 - We can also sell the T-shirts online through the auction website.
 - Purchased 85 shirts at the outset.
- **Building Committee (Oral) - Hayley Owens**
 - In addition to the Summit House Porch Project, the committee also discussed the larger need for a campus master plan to help plan the different needed work on grounds, knowing that the separate projects should be a part of a cohesive design and understanding. This is down the road, but this group could start to define the scope for this project.

IV. Business II (35 min)

- **Strategic Plan Taskforce (15 min) Pam, Chris, Rev. Tim**
 - Appoint Taskforce Members and Charge the Taskforce in October
 - A member voiced concern about taskforce size / potential issues with the taskforce being board member heavy. Rev. Tim offered that it may be acceptable for this group to be board heavy since there is much high level planning involved in the effort.
 - There is an ongoing effort to recruit for this group to be more diverse across identity and experience at the congregation.
 - Clarisse's name was raised for her lived experience including her life's work which is in many ways living out our congregation's vision.
 - Pam has spoken with Greg about if he would be willing to serve.

- **Motion:** Pam moved to add Chris Little, John Griffith, Achsah Carrier, Pam McIntire, Tammy Wilt, and Ellie Syverud to the Taskforce and, should they accept, Clarisse RePass and Greg Townsend.

UUCville Long Range Planning Task Force Proposed Charge

Guided by the mission/purpose statement adopted by the congregation in June of 2023, the UUCville Strategic Planning Task Force is charged with developing a three-year strategic plan. This strategic plan will enable our congregation to translate mission to action in a manner that channels our resources for maximum impact. It will consist of goals and objectives that are:

- specific
- actionable
- achievable
- measurable/observable

The plan will identify teams/committees responsible for achieving specific goals and objectives and, if needed, recommend the creation of additional teams, task forces, councils, etc.

In order to maximize congregational involvement and support, the strategic planning team will undertake a broadly inclusive process for obtaining input and feedback, including from existing leaders/stakeholders who are likely to play a key role in implementing the plan.

The plan will also recommend a process for monitoring progress and for recommending adjustments to the plan when needed.

Our Mission Statement

The UU Congregation of Charlottesville builds community through love in action. Together we cultivate a safe and welcoming place for all. Together we nurture mind, heart, body, and spirit. Together we work for equity, justice, and peace for all people and the planet.

- Discussion on Charge:
 - Develop the plan by June, and if the task force starts earlier, we will have a draft of the plan sooner for more dialogue and engagement with the congregation.
 - Setting 3-years as the time period allows for people to imagine a shorter term - this is what we want to focus on "for now".
 - The board could approve the charge
 - **Motion:** Jimmy moved to accept the taskforce charge as written. John seconded. The board voted unanimously to approve.
- **Update on Commonwealth Glass (10 min) Sean**
 - Described in Sean's oral report

- **Appoint Trustees to Bristol Fund (5 min) Kay**
 - **Motion:** Kay moved that The Board of Trustees appoint Beverly Gorham, Stan Walker, and Kay Frazier to serve as Trustees of the Roger Pattrel Bristol Trust, effective November 1, 2023.
 - Renee seconds. The board passes unanimously.
 - The original charter also calls for the treasurer to be a part of the Bristol Trust.
- **Budget Calendar (5 min) Kay**
 - A few things have changed since last year. This year's schedule has requests from staff to look at line items earlier in the schedule. This year we are also adding a meeting in December for leadership of the board to discuss priorities for the coming year. The first draft of the budget is happening earlier so that the budget informs the pledge drive.
- **Final Additions**
 - Rev. Leia's Sabbatical Plans include creating a robust RE committee.
 - Bequest - \$30K bequest from Thomas Crowell's Estate that has been put into the endowment. There has also been a \$2K gift in memory of Pat Knowlman.

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

Letter of agreement with Susan Karlson for Sabbatical Plans
Update on Public Witness Policy

VI. Closing Activities (5 min)

1. Process Review –
 - a. Appreciate people pitching in to help keep us on time
 - b. Want to provide some follow-up to Katherine Jenkins Djom after this meeting so that she knows that we are taking action on this.
 - c. Gratitude to Sean.
 - d. Chris offered good comments on the composition of the taskforce.
 - e. Appreciation to Rev. Tim for helping us keep the momentum going for the strategic planning taskforce.
2. Things to do / communicate
 - a. Ask SSC to think about long term fundraising committee
3. Closing Words

Dates to remember

No November Board Meeting

Next UU Charlottesville Executive Board Meeting: Nov 30, 2023

Next UU Charlottesville Board Meeting: Dec 13, 2023

*Minutes respectfully submitted,
Hayley Owens, Board Secretary*

Reports to the Board

President's Report to the Board: October 2023

So many important things are happening at UUCville these days.

The children and youth Religious Education program is off and running with a full set of adult advisors! Many thanks to all the volunteers and, especially, to Rev Leia and Caroline, who make these valuable programs so amazing.

The Building and Grounds Committees have been meeting to set priorities and make plans to maintain our property. They determined that the top priority is to replace the rotting Summit House porch. As the porch deteriorates, it endangers the integrity of Summit House itself. The board affirmed that we want to move ahead with repairing the porch and the ramps.

UUCville has been supporting the Ebenezer Baptist Church partnership with local Black farmers by purchasing meat and produce directly from these farmers. Pastor Bates of EBC and Rev Tim will be exchanging pulpits one Sunday again this year. Thank you to everyone helping us continue to deepen our relationship with Pastor Bates and his congregation.

On October 1, our Sunday service welcomed guests from Sin Barreras (Without Barriers) who shared their extraordinary work with the Latinx community in Central Virginia. We hope to launch a partnership with Sin Barreras to support their inspiring vision.

This month, the Board will appoint a Strategic Plan Task Force and provide them with a formal charge for their work.

Several important considerations for the Task Force will be:

- Care and growth of our congregation.
- Continuing our commitment to building community within our congregation with transparency about our processes, welcoming newcomers and those who are already here, valuing diverse leadership, and, of course, having fun together.
- Continuing our social and environmental action in the Charlottesville area.
- Considering action on the upstream causes of suffering in our community
- Working in partnership with other community organizations to take action for change.
- Uniting our congregation in living our mission, **building community through love in action.**

I am grateful to be a part of our UUCville community where so many people are working on behalf of love.

Submitted by, **Pam McIntire**, President

Vice President's Report to the Board: October 2023

Personnel: The UUA will have '24-'25 materials ready by the beginning of November and will include links in our November newsletter. Until then, here are a few things to note (per the UUA):

- Recommended salary ranges will increase 3% for all positions, job levels, and congregational sizes, in keeping with nonprofit salary structure trends.
- In adjusting salaries, keep in mind the Ruler Method, as described in our [Salary Process Guidance](#). (This document will be edited slightly for the upcoming cycle.)
- As a point of information, the 3rd quarter average Consumer Price Index change from '22 to '23 was 3.5%. This means that an employee needs roughly a 3.5% increase in pay to maintain their purchasing power over the past year.
- Some congregations are changing Geo Index. And we are adding a Geo Index 8, due to an increasing number of congregations in locations where wages are consistently well above 127% of the U.S. average. We expect it to take congregations more than one budget cycle to fully adjust to a higher Geo Index.
- Aside from updating the Recommended Salary Ranges and Geo Index Listing, we're making light edits to documents and pages, for the most part to reflect your suggestions.

In addition, the UUA has sent out information on 2024 health insurance Premiums.: Health care costs, particularly prescription drugs, keep rising at rates higher than the general inflation rate. Nationally, insurance plans are seeking ways to reduce benefits and to control premiums, even still many plans are facing double-digit rate increases for 2024. So, too, is the UUA Health Plan. **The UUA Health Plan Committee has set a 12.5% premium increase for our various plans. Premiums vary by age and some participants will additionally see a small age adjustment. The Committee also raised the PPO Deductible by \$300 from \$1,500 to \$1,800, and the out-of-pocket maximum for all plans by \$500.** We are not reducing any of our benefits including: • The full array of comprehensive reproductive health services; • Access to IVF services for same gender couples; • Comprehensive trans-related services; • Travel reimbursement for plan participants who must seek appropriate medical care more than 100 miles from home. • Access to UUA Insurance Plans Staff to resolve reimbursement or benefit coverage issues that may arise with Highmark Blue Cross/Blue Shield which processes claims on behalf of our members.

Personnel committee will be reviewing the UUA salary and benefits guidelines at our November meeting.

Committee Fall Survey: I have sent the yearly updated committee and groups leadership to Communications for posting on the website.

Covenant Groups: We have 6 Covenant groups this year, and no Soul Matters groups.

Public Witness Policy: I will be making some edits to the policy with the help of the Policy Review Team. These should be ready for the December board meeting.

Fundraising Events: Auction news: I spoke with Amy McKnight from the Glen Allen Church in Mechanicsville, VA to learn how they have increased their auction earnings so dramatically. Their auction is starting November 4th, and she will share the catalog with me. We are planning to meet after it is completed to get some helpful tips of how to use the Auctria auction site to its potential.

Respectfully Submitted by, **Beverly Ryan**, Vice President

Treasurer's Report to the Board: October 2023

September Financial Reports

The FY 23-24 revenues and expenditures are tracking as projected. There are no notable exceptions in the line items. Revenues are exceeding expenditures for the year.

Budget Calendar

For review and discussion, the draft FY 24-25 Budget Development Calendar is included in the report. Noted changes and additions from last year - In continued efforts for collaboration and transparency, a December budget kickoff meeting of key Board members, Finance and Personnel Committee chairs, and senior staff has been added to the calendar. All members of the Board and committees are welcome to attend. The goal of the meeting is to review the calendar and to collectively establish the vision, goals, and assumptions for the upcoming year. Also, the requests from senior staff and personnel committee have been moved forward so that the Finance Committee can complete a more informed first draft of the budget before the pledge drive.

Roger Pattrel Bristol Trust

The Roger Pattrel Bristol Trust was established in 1975 by Ruth Bristol to "defray expenses arising out of the maintenance or improvements of the real or personal property" of the church. The fund's assets are fully invested in UUCville Member Bonds, with a value of \$62,077. The Bristol Trust is administered by trustees appointed by the Board of Trustees. Only the earned interest can be spent each calendar year and the Bristol Trustees must approve the use of the funds for projects. Stephanie Lowenhaupt and Ned Michie served as Trustees of the fund for many years and have stepped down from their position. Bev Gorham and Stan Walker agreed to place their names forward for Board approval as new Trustees. The original charter also states that the Treasurer will serve as a Trustee.

Suggested Motion: The Board of Trustees appoints Beverly Gorham, Stan Walker, and Kay Frazier to serve as Trustees of the Roger Pattrel Bristol Trust, effective November 1, 2023.

Summit House Porch

Hayley Owens, liaison to the Buildings Committee, will brief the Board on the scope of work and status of the Summit House porch project. The Finance Committee endorsed the proposed funding strategy. Use of the Endowment Fund requires Board approval and use of the Bristol Fund requires Bristol Fund Trustees approval.

The funding proposal is as follows:

Capital Reserve - \$10,000 funded through net revenue from FY 22-23

Bristol Fund - \$3,250 requires approval from Bristol Fund Trustees

Endowment - \$15,000 requires Board approval

Minister's Discretionary Fund (moved to Capital Reserve) - \$2,000

Fundraising - \$5,500

Total \$33,250

Any funding needed above the proposed budgeted amount will need to be added to the fundraising goal.

If the project comes in under budget funds will be returned to the Endowment.

The By-Laws allow the use of up to 5% of the Endowment Fund for capital and maintenance projects. The balance of the Endowment Fund, as of the end of September, is \$490,575.

A word regarding the use of the Minister's Discretionary Fund for a capital project. The Ministry Discretionary Fund is healthy, with a strong balance, and is growing. In addition to the regular donations to the fund, the ministry is receiving donations from congregants and congregants' families for services celebrating and honoring life's journeys. Currently, the fund balance exceeds the needs of the ministers to meet the needs of the congregation and the larger community. Rev. Tim is interested in utilizing the excess funds to meet other needs of the congregation, most notably funding the Capital Reserve Fund. Maintaining our campus in good condition is fundamental and necessary to provide services for congregants and their families.

Rev Tim and I discussed the following guidelines for using Minister Discretionary Funds for this purpose.

Guidelines:

Services celebrating and honoring life's journeys, such as weddings and memorial services, are provided at no cost to member congregants. On occasion, a congregant or their family may want to donate to the church for the service. Such donations are often made to the Minister's Discretionary Fund. **At the sole discretion of the Ministers, these donations may be moved**

to a newly established Capital Reserve Fund. The monies will be encumbered in the Capital Reserve account to be utilized with the approval of the Board of Trustees with a recommendation from the Finance Committee.

Proposed Motion: The Board of Trustees approves the use of \$15,000 from the Endowment Fund and \$12,000 from the Capital Reserve Fund to fund the improvements and repairs to the Summit House porch and ramps, effective immediately.

Submitted by: **Kay Frazier**, Treasurer

FY 24-25 Budget Calendar	
December 23	
	<ul style="list-style-type: none">• Senior Staff discusses goals and priorities for ministries and congregation.• DAF identifies potential line-item operational changes - increases and decreases.• Joint meeting with Senior staff, representatives of the Board, Personnel Committee, and Finance Committee to discuss vision, goals, assumptions, and priorities for upcoming budget preparation.
January 24	
	<ul style="list-style-type: none">• FY 23-24 Mid-Year Financial Review by DAF, Treasurer and Finance Committee – early January• Receive funding requests from ministry, staff, and committees (Vice President) – early Jan• Receive priority recommendations and changes in benefit costs from the Personnel Committee – early Jan• Budget Overview with Board of Trustees and Finance Committee – Vision, Values, Goals, and Scenarios• The Finance Committee prepares 1st Draft of the budget, identifying questions and information needed to prepare the proposed budget. Draft budget informs Pledge Drive.
February	
	<ul style="list-style-type: none">• Early work on Pledge Drive.• Budget information and Pledge Drive communications begin.

March
<ul style="list-style-type: none"> • Pledge Drive
April
<ul style="list-style-type: none"> • Finance Committee prepares a final balanced budget proposal, in consultation with Rev Tim. • Board reviews the budget proposal, and approves a budget.
May
<ul style="list-style-type: none"> • Informational Sessions – Zoom and in person.
Early June
<ul style="list-style-type: none"> • Congregational Meeting – Budget presentation, discussion, and vote
July
<ul style="list-style-type: none"> • Dependent on congregational meeting outcome –If budget modifications are needed a 2nd Congregational Meeting is required to adopt the budget.

Draft: KLF 10.20.23

Lead Developmental Minister's Report to the Board: October 2023

I'm very pleased to share a few thoughts about where we are in our shared ministry.

Let me begin by saying how well I think things are going and how hopeful I am for your future. I continue to marvel at the skill and dedication of so many leaders and volunteers in our congregation and I really believe that if we can continue working together to celebrate our many gifts and to bring them together into meaningful ministries, the sky is the limit for the UU Congregation of Charlottesville. That doesn't mean there won't be mistakes or missteps along the way. But I believe that as long as we continue to be mission and ministry-driven, with our energy directed at living Unitarian Universalism to the fullest extent possible, UUCville will be

known as a community that leads with love and that is always striving to put that love into action.

I want to commend the Board for committing us to strategic planning this year. One of the biggest challenges any organization faces but especially volunteer-centered organizations like a congregation is FOCUS!!! It is so easy to get side-tracked and to try to do everything. There are so many good ideas, so many creative, smart people in our congregation and in Unitarian Universalism. It is so tempting to try and follow up on every idea that is suggested because congregations have a hard time saying “No” and remembering that living a mission requires doing a few things well rather than trying to do everything. That is precisely why a strategic plan is essential. The plan will establish a baseline from which we can develop and deepen our ministries with focus and effectiveness.

Turning now to some specific happenings, I’ve been delighted to see how open and thoughtful our congregation across a wide number of areas and programs.

On October 15 we held a conversation after the service about the proposed revisions to Article II of the UUA by-laws, which include the current Seven UU principles. I confess I didn’t do a great job during the sermon laying the groundwork for the discussion (although Tori Goodloe and Liam Little were fabulous during the Time For All Ages) but what a rich and insightful discussion it was! Folks asked about the context and background of the proposed language and I was especially touched when Shannon Garrett-Redmond discussed how meaningful the commitment to action and accountability in the Article II revision is to her and her family.

I’ve also been pleased with the response from the congregation to Ebenezer Baptist Church’s Black Farmer Initiative. I’m not sure how many orders our members and friends have placed but I have received a great deal of positive feedback about our participation in this effort (including from some UUCville vegetarians!) and I also know that Pastor Bates and our friends at Ebenezer appreciate our involvement.

Finally, Circe Strauss and I are about to begin teaching a course called “Trans Inclusion in UU Congregations” and I am so very impressed that 19 people have signed up for the class. I think those numbers show that people are eager to learn and to grow so that our congregation can be more welcoming and more loving for all people! Way to go UUCville!

Some of you have asked about the follow-up to the service we did with Sin Barreras back on October 1. My hope is to convene a conversation this week or next that explores specific ways we can offer support. While the conversation after the service on October 1 was a good beginning, we need to get specific. Of course, I don’t know if our relationship with Sin Barreras will develop into a wide-ranging partnership. That remains to be seen. But I am very pleased that so many in our congregation are excited about building partnerships of solidarity and friendship.

On a personal note, I’m very grateful to Rev. Leia and our staff for giving me time to see my granddaughter last week and below is a little slice of heaven!



Rev. Tim, Lead Developmental Minister

Minister of Faith Development's Report: October 2023

Sunday Programming

Our Sunday morning worship and faith development is humming along with active participation from infants through senior high youth.

Highlights include:

The restart of the children's choir. I have been partnering with our Director of Music, Scott DeVeaux, to rebuild our children's music program at church. Children sang "This Pretty Planet" with the adult choir on Sunday October 22. What a joy to have a **multigenerational choir**. Truly for me, a dream come true. And a wonderful way to embody beloved community. I am thrilled that Debby Norton has agreed to assist Scott in leading the Children's Choir. Debby is a professional educator and music educator and brings a wealth of skills and ideas to this endeavor. We are striving to include children of all ages in the choir—so having ways that youth as well as 3-year-olds can participate is a challenge. It is such a wonderful thing to see our children's choir coming together.

Our "Growing Anti-Racist UUs" program for Kindergarten through 7th grades is going very well. It is such an important time for us to be engaging with this material and helping our children understand more fully how to be in the world with thoughtfulness, understanding, compassion and empathy. With curricula under attack in our public schools, our commitment to growing anti-racist UUs is important and true faith development!

We have had several Sundays of Children's Worship where our Kindergarten through 7th grade attend service together in the Church Parlor following the first twenty minutes in the sanctuary. This is a wonderful opportunity for deeper sharing between the children of their joys and sorrows and the chance to develop a nuanced UU identity through learning about the Rainbow Chalice and our UU Values. Our rituals in Children's Worship include lighting the chalice, sharing joys and sorrows, a story or theme to explore, offertory, music and singing, and an activity. On Sunday October 22, the children created, with the help of David Heins, a terrarium that will be in the church parlor as our reminder of the interconnected web of life and add some of beauty and meaning to the parlor as our meeting space.

Our 7-9th grade Our Whole Lives class had our first in person overnight lock-in since the pandemic! WOW!

YRUU (our senior high youth group) is robust with gatherings on Sunday mornings as well as other times. The group had a cookout and firepit at the Jaeger-Landis home earlier this month. On Sunday October 22, they each carved jack-o-lanterns in preparation for Halloween.

Sunday "Second Hour" continues to be an important component to Sunday mornings for families with childcare provided on the playground from 12:30-1:30/2PM (depending on need.) This allows for parents to attend newcomer sessions, committee meetings, the restarting UU Parents Group, and to just meet and talk with other parents.

Ongoing Efforts

I am continuing to work on launching a meet up for parents with young children hosted in our nursery space so that parents can connect with each other while their children play.

Adult Faith Development

Several of our AFD classes this semester have wrapped up. Classes that continue to be open include:

Body: Afro Flow Yoga, Tai Chi, Kundalini Yoga

Spirit: Spirituality Book Group, Creativity Salon

Pastoral Care

I am grateful for our wonderful Pastoral Visitors team and the support they as well as the CareNet team offer our community. I continue to meet with individuals and couples regularly for pastoral conversations.

Building Use & Task Force

The task force has been meeting to address thoughts and concerns about safety protocols for the coming winter months.

Professional Development

It was wonderful to travel (my first time flying in 3 years!) to the annual Fall Conference of the Liberal Religious Educators Association held this month in Milwaukee, Wisconsin. Programming included sessions on incorporating music and singing into RE programs, "Racism 301: A Deeper Dive into Anti-Racism Work" with Reggie Jackson, Co-Founder, Nurturing Diversity Partners, a visit to the American Black Holocaust Museum <https://www.abhmuseum.org/> and a session on Trans Justice and Resilience with Alex Kapitan, Co-Leader, Transforming Hearts Collective. It was a packed conference and I'm so glad I was able to attend. Thank you for your support for my ongoing professional development.

I was pleased to be asked to co-lead the UUA's continuing education Renaissance Module on "UU Identity" at the end of Fall Con. I always enjoy teaching in this capacity.

I am meeting in the coming weeks with members of the Sabbatical Task Force to continue working on getting things in place for my time away from the end of February through end of August 2024.

On the night of our Board meeting, I have a previous commitment and will not be able to join you. I am teaching the Family Ministry Training Course (online) for the UUA. I am sorry for the time conflict as I would like to be in both places at once. I am so pleased that this class (that I co-wrote for the UUA) continues to be used as one of our denomination's trainings. It is important work to get out into the wider Association.

Please reach out with any questions or concerns.

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

Director of Administration and Finance's Report: October 2023

[Statement of Activity](#)
[Statement of Financial Position](#)
[Budget Vs Actuals July through September](#)
[Budget Vs Actuals entire year overview](#)
[UUCEF September Statement](#)

Sean Skally, Director of Administration and Finance

Membership Report for October 25, 2023

Membership as of Sept 24, 2023: 320

Additions: None

Drops: none

Membership as of **October 22, 2023**: 320

Respectfully submitted, **Beth Jaeger-Landis**

October 1, 2023

Greetings Pam & Chris,

I was hoping to raise again the topic of adding the word "healing" to our Mission Statement, building on comments I made and others supported during the Mission Statement writing process as well as conversations I had with Pam and Chris at the time.

I hope you all are well and that the Board had a good meeting the other night. I logged on in the beginning but then had to leave to take a call from a family member who is overseas.

I am advocating for "healing" because the word 1) indicates that we, as a community within the wider society, and as individuals therein **value healing**, **and** 2) acknowledges that **we have things to heal from**, individually and as a collective.

"Healing" accomplishes this without getting mired in potentially divisive debates about what and how to heal, and which might come along with more direct words, like "colonization" or "decolonization", "chattel slavery" or "reparations", "heterocispatriarchy" and "transphobia" or the late bell hooks' framework "imperialist white supremacist capitalist patriarchy".

Perhaps one day we as a congregation may be able to collectively discern and agree upon what words to use other than healing, but in the meantime UUCC's commitment to healing is clear, given elements of regular shared practice and recent momentous decisions: the decision to change the name of the congregation (formerly named for enslaver Thomas Jefferson); our Land Acknowledgement; donation to and support of transformative social justice organizations, like the B.U.C.K. Squad; Rev Tim's recent homily addressing transphobia and promoting a related course being offered at UUCC; etc

This past week I sat in a presentation about community service organizations in my county, including one formed of various Christian congregations in the county. The organization's representative explained about their activities which largely center around providing gifts for Christmas to children and families in need. When it was time for Q&A, I spoke about IMPACT's work, and asked if the organization had ever discussed or entertained similar efforts; "no" was the apparently disinterested, monosyllabic response I received. I wasn't necessarily surprised but I was disappointed. Like our congregation, this Christian organization is committed to showing love to neighbors; but their love apparently stops at charity whereas ours stretches into the realm of healing.

If our actions and practices reflect a commitment to healing, why not claim that?... particularly when we are living in a time when many are still oblivious to how imperative it is or, worse, are making efforts not only to deny the need for healing, but to cause further harm.

It's true, sometimes healing is difficult: in the classic sense of the word, it can look like drinking our bitters, or finding motivation to do exercises which feel strenuous in the moment but lead to restoration and strength, or finding a safe place to feel clean pain and cry cleansing tears so we can release trauma built up in our bodies over a lifetime and/or the many lifetimes that preceded

it. In the congregational sense, it can also look like engaging in vulnerable or challenging conversations, and standing on the side of love - even, at times, when that can seem scary.

We say we stand on the side of love *and* we have a practice of radical hospitality; I am not trying to take on the UUA's catch phrase but if love is an action verb, I think healing reflects it far better than standing. And are we inviting others to stand around, or give out charity gifts while the circumstances necessitating charity remain unchallenged and changed? Or are we inviting them into the active and shared practice of healing?

To conclude, if my words have not persuaded you, I ask you alternatively to consider the cost of not healing, and of not naming that that is what we are - and indeed *should be* - doing?

Below, see one possibility for including the word **healing** in our Mission Statement.

Thank you for reading,
Katherine Jenkins Djom

The UU Congregation of Charlottesville builds community through **healing** love in action.

Together we cultivate a safe and welcoming place for all.

Together we nurture mind, heart, body, and spirit.

Together we work for equity, justice, and peace for all people and the planet.