

Unitarian Universalist Congregation of Charlottesville
BOARD OF TRUSTEES MINUTES
May 22, 2024

Meeting hosted on Zoom at 6:30pm.

In attendance – Pam McIntire, President; Bev Ryan, Vice-President; Hayley Owens, Secretary; Achsah Carrier, Chris Little, John Griffith, At-Large Members; Tim Temerson, Lead Developmental Minister

Absent – Kay Frazier, Treasurer; Jimmy Gorham, Renee Brett, At-Large Member; Rev. Leia Durland-Jones, Minister of Faith Development (On Sabbatical); Sean Skally, Director of Admin and Finance

Guests – Ellie Syverud and Kim Grover

I. Opening - (20 mins)

- Opening and Closing Words: John
 - Reporter: Renee
 - Time Keeper: Bev
 - Process Observer: Chris
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1. Opening Words
 2. Check-In: one to two minute check-in
 3. Community Time / Public Comment
 4. Acceptance of Agenda

MOTION: The Board unanimously approved the agenda as written.

5. Written Correspondence
 - a. (May 8, 2024) UU Congregation Divestment from Fossil Fuel Industries, from Ellie Syverud & Kim Grover, Ministry for the Earth Co-Leaders (letter included at end of packet). The Ministry for Earth Committee also provided a resource for Green Banking and Investing.

II. Approve Minutes for April 24, 2024 Board Meeting (1 minute)

1. Please Review the April Minutes here [April 24, 2024 UU Congregation of Charlottesville Board Meeting Draft Minutes](#). The final PDF version of the minutes will also include the budget and budget memo.
2. **MOTION:** Minutes were approved unanimously.

III. 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
 - a. Want to give a special thanks to buildings and grounds.

2. **Vice President's Report** (Written) - Beverly Ryan
3. **Treasurer's Report** (Not in Attendance) - Kay Frazier
4. **Lead Minister's Report** - (Written) - Rev. Tim
 - a. Very pleased with the growth in the church. We welcomed 19 new members last Sunday, and two new folks signed the book after the service.
 - b. Rev. Tim, Bev, and Carol are working hard on finding the congregation a bookkeeper. There are currently four people who have been scheduled for interviews.
 - c. Sean has been responding to this transition extremely positively and professionally. He has been helping get things in order for the book keeper.
5. **Minister of Faith Development's Report** (On Sabbatical) - Rev. Leia Durland-Jones
6. **Director of Administration and Finance Report** (Written) - Sean Skally
7. **Membership Report** (Written) - Beth Jaeger-Landis
Membership stands at: 333
8. **Board Liaison Reports**
 - Nom Committee: (Oral) John Griffith
 - Committee has prepared a full slate of nominees to present to the congregation to fill board roles.
 - Personnel Committee (Written) - Beverly Ryan
 - Personnel is going to be looking at the role of DAF to understand what parts of that role that wouldn't be taken over by the book-keeper.
 - At some point it will be needed to get a larger group together to consider the future of this role.
 - Communications Committee (Oral) - Achsah Carrier
 - The committee is working on the policy draft and hopes to bring that to the board in June. We started looking at the public witness policy and then decided to look at the whole communications policy. This will be an amendment to the policy manual.
 - Building Committee (N/A) - Hayley Owens

BREAK AND GRATITUDE CARDS (5 min)

IV. Business (40 min)

- **Congregational Meeting Planning** (15 min) - Pam
Fill Roles, Modify Script, Prepare Packet (distribute 10 days before meeting).
- Adoption of long range plan presented by Tammy Wilt and Chris

- Appointments to Board: Tammy Wilt as secretary, Chris to serve second term as Board Member at Large, and Sylvie Semmelhack to join the board as Board Member at Large. Jimmy and Hayley are coming off the Board.
- No positions to fill on the personnel committee. Cathy Lowder and David Shutt have agreed to serve a second term on the nominating committee.
- Nominating committee will procure bios ASAP for new people.
- No proposed bylaw changes.
- Jobs to be done:
 - Time Keeper - Jimmy
 - Sign people in (2 people), one to report quorum (Achсах and Bev)
 - Chat room Monitor - Renee (Sean to run zoom)
 - Parliamentarian - Kelsey Cowger
 - Minutes - Hayley

- YRUU will sell pizza before the congregational meeting. We will start the meeting at 12:30.
- Announcement of date, place and time, link to agenda, link to budget, slate, long range plan, zoom link and draft minutes, annual reports.
- Rev Tim will announce an invitation to the congregational meeting during next two Sunday Services
- Carol to prepare printed copies for distribution

- **Long Range Plan Taskforce Update (10 min) - Pam**
 - *See end of packet for Draft of Long Range Plan*
 - Approving this Long Range Plan to put it on the agenda for the congregational meeting. This plan is slightly modified from the congregation meeting this past sunday.
 - One of the changes is the Taskforce added a section of general reproductive rights. Discussed going broader, but as a congregation we need to focus so that we are not spread too thin.
 - Fear that by broadening the social action issues we want to focus on we will inadvertently shift our focus away from anti-racism.
 - This is a 3 year plan, it is in the board's purview to establish the initial priorities of the plan.
 - Proximity is a prominent theme in this plan. Leaders in anti-racism in our congregation share this is a huge growth area for our congregation. This would be a transformative shift for our congregation.
 - In the president's report to the congregation is a description of how and why we are working on the different aspects of the strategic plan.
 - **MOTION:** Hayley motioned to present the Long Range Plan as written to the congregation at the annual congregational meeting for approval by an up or down vote. John seconded. The Board unanimously voted to approve this motion.

- **Divesting from Fossil Fuels - Ministry for the Earth (5 min) - Ellie Syverud & Kim Grover**
 - *See end of packet for correspondence from Ministry for the Earth.*
 - Ellie has been thinking about the financial element of environmental stewardship for a long time. Personally happy that folks are thinking about this. A month ago Ellie got an email from a UU in Seattle who is a climate planner. His church belongs to UUCP (endowment funds through the UUA). This fund still invests in

fossil fuel industries and there was a resolution at the Annual GA last year to divest from this fund which did not pass. Since our church is invested in this fund, the MFE would like to ask the board to look at other ways to invest our money. Many people are thinking about this and it is a strong way to make a difference. Ellie knows folks at the local synagogue who are looking into divestment.

- Kim shared that she will be very disappointed if the GA does not address this this year. If it gets voted down again, that is one thing, but if no vote is held that will be very disappointing. Would want our congregation to take action then.
 - Achsah remembers the reason we moved our money to the UUA fund was because the funds were in general being aligned with our values.
 - Fossil fuels is a small part of the UUA portfolio.
- **GA Delegates** (5 min) - Pam
 - Need to send out another notice about GA Delegates.
 - **MOTION:** Pam motioned to approve Ellie Syverud as a delegate for UU C'ville at the 2024 UUA General Assembly. John seconded. Motion passed unanimously

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

- Communications Policy Draft
- Check in with Personnel on research for the DAF role

VI. Closing Activities (5 min)

1. Process Review – the check-in is so important for us to connect with each other as human beings. It is so important that we all check-in since it says that each of us are important.
2. Things to do / communicate
 - a. Announcement of date, place and time, link to agenda, link to budget, slate, long range plan, zoom link and draft minutes, annual reports. - posted by the 29th.
 - b. John is working on nominee bios
 - c. Rev. Tim is working on recruiting delegates for GA
3. Closing Words

Dates to remember

Next UU Charlottesville Executive Board Meeting: June 20, 2024 @ 6:30pm

Next UU Charlottesville Board Meeting: June 26, 2024 @ 6:30pm - In-person Potluck at 6pm with incoming and outgoing board members

*Minutes Respectfully Submitted,
Hayley Owens, Board Secretary*

Reports to the Board

President's Report to the Board: Annual Report 2024

We have had another successful year at UUCville with a terrific second year of Developmental Ministry with Rev Tim. We expect our Developmental Ministry to take at least 5 to 7 years. During these years, we will be working on our four Developmental Goals (<https://uucharlottesville.org/developmental-goals-works-in-progress-board-of-trustee-updates-december-2022/>). We are extremely grateful to have Rev Tim as our lead minister through these years. His wisdom in all areas of congregation life, his hard work and his loving kindness are accompanying us on an excellent path.

In our continuing work on our Developmental Goals, our Long Range Plan Task Force has worked hard to engage the congregation in conversation to develop a detailed plan (<https://uucharlottesville.org/uucvilles-long-range-plan/>) for how we can work on actualizing our Mission Statement that we adopted in June, 2023 at our annual congregational meeting:

**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.**

We will vote on the three year Long Range Plan on June 9, 2024 in our annual congregational meeting.

We have come out of the pandemic with an appreciation for all the things we missed when we were so restricted and a renewed energy for many new ways of doing things. We have continued to have expertly led multi-platform services. We have developed an increased appreciation for being together in person and we have many fun events and luncheons on Sundays after the service which have been supported by extended childcare. Our RE program has been flourishing. We celebrated Rev Leia's many accomplishments and supported her long overdue sabbatical in February with mixed feelings of appreciation for her, excitement for the additional wisdom she will bring back to us, and sadness for missing her until her return at the end of August. We are very fortunate to have Rev Susan with us to coordinate RE while Rev Leia is gone. Rev Susan's expertise and care have been a wonderful addition to our RE program.

Children's RE has many parts to manage. Our 5 year olds through 7th graders have been joining adults in the sanctuary for the first 20 minutes of services and then participating in Growing Anti Racist UUs (a nationally recognized curriculum written by members of our own congregation and used by congregations across the country). We also offered OWL (our sexuality curriculum) to 7th to 9th graders, YRUU to our high school students and Children's worship services. We have started UUPS (pronounced oops!) which is our self-led UU parents' group. Our Children and Youth RE Committee has been revived and is much appreciated for their hard work and creative thinking.

Our Adult RE programming has also been hugely successful. Classes and events have included BodyAfro Flow Yoga, Tai Chi, Kundalini Yoga, Mindful Parenting, UU Elevator Speech,

Parents as Sexuality Educators, UU Bible Study, Spirituality Book Group, Creativity Salon, Dream Diving, Transforming Hearts (Trans inclusion in UU congregations), Women's Dream Quest and more.

More people have been coming to UUCville and been welcomed with a Connections Table, New Members and Friends Classes and Newcomers Circles.

We have had enlightening services with fantastic music. Rev Tim, Rev Leia, Rev Susan and our Director of Music, Scott Deveaux, collaborated with each other and many others to provide creative engaging services. Our choir has nearly doubled in number and they have sung a wide variety of beautiful songs. The Children's Choir is back and we have a Music Committee again.

Many other programs have also been developing and expanding. Our Ministry for Earth group has offered plant based potlucks and a cooking class in addition to organizing work sessions on the Rivanna River Trail. Our Young Adult group has been meeting and growing. Our Covenant Group program is expanding. We have new UUCville T shirts and we created "Words of Thanks," a book of blessings contributed by congregants.

Our Pastoral Care team and Care Net have been very active in caring for so many of us in our times of need. We have had Food Sharing Sundays that have been appreciated by many congregants.

Our Building and Grounds team have maintained and replenished our beautiful gardens. We replaced the rapidly deteriorating Summit House porch and ramps with a beautiful (and solid) new porch and ramps. The slate on the walkways was uneven and very slippery when wet and so we replaced them with crushed stone as an intermediate step to make them safer while we consider the overall building and grounds plan (referred to in our Long Range Plan).

We have continued excellent work to maintain our financial well being. We had a well run, fun and successful Pledge Drive (though we did not meet our ambitious goal and had to pare back on some of our priorities). We had successful fundraising events including a Fall Auction, and a Spring Auction focused on events. We will have another yard sale in August.

The Stewardship Steering Committee has been very active in developing a comprehensive view of stewardship at UUCville, including our financial well being, care for our building and grounds, and support for staff and volunteers. They organized a fall Service Fair that introduced us to the many groups and activities that engage us. They developed a quarterly Stewardship Newsletter and a Pew Rack Card and they are developing an informative Planned Giving program. They conducted a Process Map evaluation to monitor our financial process that lead to a detailed understanding of our financial procedures.

A very important part of our stewardship is support and care for our excellent staff. Our Personnel Committee has been engaging in UUA trainings related to all aspects of personnel management from understanding health care insurance options to fair compensation policies. We strive to meet all UUA recommendations.

Through all these activities, our Communication Committee has kept us fully informed. They have posted terrific photographs and made our website colorful and engaging. Our excellent website, email newsletters and texts of important events have made information on our activities and processes easily accessible and transparent. The Communications Committee's work has been critical in maintaining our cohesive sense of community.

We have been increasingly active in Social and Environmental Justice movements. In the 2023-2024 year we have supported many local groups with our monthly Social Action Collection, including B.U.C.K. Squad, Partner for Mental Health, Birth Sisters, Sin Barreras, Living Energy Farm (sponsored by Serenity Solidarity), New Beginnings Christian Community Food Ministry, Charlottesville Public Housing Association of Residents (PHAR), Cultivate Charlottesville, and the Blue Ridge Abortion Fund.

We engaged with many groups in the larger community on behalf of social justice including: Interfaith Movement Promoting Action by Congregations Together (IMPACT), People and Congregations Engaged in Ministry (PACEM), Ebenezer Baptist Church's Black Farmer Initiative, The Haven's soup kitchen and Cville Pride. We partnered with Sin Barreras to provide a two day per week enrichment program for Pre-K children to offer support with English language skills. We provided support for Greer Elementary School students with a Giving Tree program around the winter holidays. We sent a team of youth and adults to the Appalachia Service Project (ASP) in summer 2023 and will be sending another group this summer.

We continue to operate the extremely important Meal Packets initiative to supply meals to family members of patients at UVA hospital, and the UUCville Friday Food Pantry program. We are already doing so much to meet our Developmental Goals and to support our Mission. As we begin on our Long Range Plan, we will become even more active and effective at bringing Love in Action to make a difference in our communities.

Submitted by, **Pam McIntire**, President

Vice President's Report to the Board: May 2024

Personnel Committee:

Recent business included discussions of yearly staff evaluations: the process, assignments, and next steps. Rev Tim will be at our next meeting on Monday, and I will update the Board at our meeting.

Fundraising Events:

The in person silent spring auction took place on May 4th from 3-5 pm. It was a great success, with estimated earnings of \$6400.

The yard sale is now accepting donations at Summit House for our annual August sale when the students return. Yard sale staff will be available on Tuesday and Saturday mornings.

The Connie Cheetham Award Committee: This year's award goes to Sandy Brooks and Burnie Davis. They were presented the award at the service on May 19, 2024.

Annual Reports: Most of the reports are in and will be posted on our website prior to the Congregational meeting on June 9, 2024.

Respectfully, **Beverly Ryan**, Vice President

Lead Minister's Report to the Board: May 2024

It has been another amazing year at the UU Congregation of Charlottesville! The church year has included a number of extraordinary achievements, including the completion of important repairs to our building and grounds, another record-setting pledge drive, the development of a long-range plan that will enable UUCville to live its mission, holding very successful church fundraisers, welcoming 21 new members, and so much more. In fact, if I could summarize this year in a few words, I would simply quote our mission statement in saying that we are a congregation that is putting love into action! That's what I'm feeling at UUCville and I look forward to building on that positive energy as we look to a future filled with so much possibility.

One of the great joys of serving the UU Congregation of Charlottesville is the opportunity it affords me to work with a talented and dedicated staff. Rev. Leia Durland-Jones continued to lead with wisdom, intelligence, and great joy. Rev. Leia also did a wonderful job of helping us prepare for her six month sabbatical. She is on sabbatical as I write this report and I am so looking forward to welcoming her back in late August 2024 and to hearing all about her many adventures! I also want to lift up the best part of Rev. Leia's sabbatical planning, which was her suggestion that we hire Rev. Susan Karlson as our Sabbatical Minister for Faith Development. Rev. Susan is a true delight to work with and our congregation has benefitted from her wisdom, her kindness, and her many ministerial gifts. On a personal note, Rev. Susan has been a wonderful ministerial partner and I have thoroughly enjoyed collaborating with her on worship and so much more. Sean Skally had a somewhat challenging year in his role as Director of Finance and Administration and those challenges have led the Board to make the decision to hire a part-time bookkeeper to help relieve some of the responsibilities of the DAF position. Sean skillfully handled technical and building issues with his usual effectiveness, including a flood in the Lower Hall, a significant problem with the church website, and following through to make sure the lights in the Edgewood Lane Parking lot were repaired. Scott DeVeaux has had a very successful year as our Director of Music Director. His outreach efforts helped the choir grow significantly this year and the quality and variety of anthems were terrific. I'll also add that the Music Sunday service was one of the best I've ever experienced in Unitarian Universalism... I am also very pleased to work closely with both Caroline Heins and Carole McIvor, who are always ready to help with whatever needs to be done and I am especially looking forward to working with Carole as we seek to grow our rental program. Finally, a word of deep appreciation for Rachel Buckland, our A/V Tech. Rachel does an outstanding job handling dual-platform

worship, is training lay volunteers to step in for her when she is away, and uploads service recordings in a very timely way.

I can't possibly name all the fabulous lay leaders who give so much of their time and talent to the UU Congregation of Charlottesville. I have been blessed to work alongside a very healthy and dedicated Board of Trustees. Pam McIntire is an amazing president who combines a big picture visionary mind-set with an incredible work ethic and an ability to get things done. Pam has not only led the Board, she has also served on the Long Range Planning Task Force and teaches OWL. The remainder of the executive team is equally effective and visionary, and I have thoroughly enjoyed working with Bev Ryan, Hayley Owens, and Kay Frazier. I am sad to see Hayley complete her term as Board Secretary but thankful for the many other gifts she shares with our congregation. I also want to thank the at-large board members, including John Griffith, Renee Brett, Achsah Carrier, and Jimmy Gorham. Jimmy is completing his term on the Board and I am very grateful for the many ways he serves our congregation.

Below are some important aspects of congregational life that I have been involved in during the 2023-24 church year.

- **Developmental Goals and Long-Range Planning** – My core task as Lead Developmental Minister is to help UUCville achieve the four developmental goals that were established before I arrived. Those goals include 1) helping to create a shared sense of purpose and identity 2) building a more welcoming and inclusive congregation for all 3) cultivating a deeper sense of stewardship as a year-round ministry emphasizing generosity and giving of not just money, but also time and talent 4) improving transparency through better church communication, both within the congregation and in the wider world

While the work to achieve each of these goals is ongoing, I am very pleased with how much we have accomplished in a relatively short time. In terms of the first goal, developing a long-range plan to help us live our mission is such an important step. It has been a pleasure to work with the Long-Range Planning Task Force, which includes Pam McIntire, Chris Little, Greg Townsend, Tammy Wilt, Achsah Carrier, John Griffith, and Ellie Syverud. The task force convened focused conversations with the congregation, gathering many creative ideas and then held two feedback sessions about drafts of the plan. The plan will be put to a vote at the congregational meeting on 6/9/24. Work on Goal Two includes my active participation with the membership committee, both at monthly newcomer circles and at the New Members and Friends class. I will also add that I'm very hopeful about our congregation undertaking an Inclusivity audit that will help us determine how we can be more open and welcoming, especially to historically marginalized communities. The third goal, which is focused on deepening our stewardship ministry, is in such good hands thanks to our Stewardship Steering Committee, of which I am a member. The SSC celebrates and seeks to deepen our culture of giving and generosity in numerous ways. I am especially impressed with the work they are doing to develop a ministry of planned giving and so grateful to them for coordinating an annual service/volunteer fair in the Fall. The fourth goal is one that we continue to work on and I am part of the outstanding

Communications Team, which is the way I work most closely on this goal. I'm also very proud that the Board decided to follow the Communications Committee's recommendation and take down our account on X/Twitter, which has become toxic. That is such a good example of living UU values.

- **Adult Faith Development** – I co-led one of the most impactful courses I have ever taught called “Transforming Hearts: Trans Inclusion in UU Congregations.” It was a joy and a privilege to teach with Circe Strauss, who is a wonderful person and a deep soul. Circe spoke so authentically from her experience as a trans person and I feel like I learned much more than I taught. I hope Circe and I get the chance to teach together again.
- **Pastoral Care Team** – I attend the meetings of the Pastoral Care Team and work closely with co-chairs Patty Wallens and Meg Dunham on pastoral care. The Pastoral Care team has begun playing a visible role in our Sunday services and I feel their presence is reinforcing pastoral care as a core ministry in our congregation.
- **Pledge Drive** – The pledge drive equaled our all-time record of just over \$500,000 and also saw 20 new pledging units. What was especially impressive to me was how well-organized the pledge drive was and how well-integrated messaging and communications were with the overall drive. Jimmy Gorham stepped up to chair the team and he was ably assisted by Kay Frazier, Jude Bias, Achsah Carrier, Sandy Brooks, Carol Temerson, Bob Brett, Chris Little, Renee Brett, David Shutt and many others. As I said in my report last year, when it comes to pledging and stewardship, well done, UUCville!
- **Interfaith** – I exchanged pulpits with Pastor Lehman Bates on January 14, preaching the Sunday sermon at Ebenezer Baptist Church. I also delivered the benedictory words at the Martin Luther King Interfaith service at Mt. Zion African Baptist Church and became a member of the planning committee.
- **Worship** – We held a number of meaningful services during the church year, including an amazing sermon about racism and health delivered by Greg Townsend, an equally inspiring service about the environment featuring our Ministry for Earth co-chairs Ellie Syverud and Kim Grover that included a ritual with a really tall tree! Pastor Lehman Bates preached a very impactful sermon and I'm excited about the guest ministers who will be leading services over the summer. Let me add that I especially enjoyed leading multigeneration services about interdependence and Flower Communion with Rev. Susan.
- **Rites of Passage** – I officiated at four memorial services this year, including services for Bob Millman, John Lineweaver, Pat Millman, and Jean Shepard. I also want to mention that the incredible Virginia James is turning 104 as I write this report!
- **Outreach** – I feel I should mention that I was present at UVA when nonviolent protesters were pepper-sprayed, beaten, and arrested by state police. A call for clergy presence had gone out earlier in the day and I spent most of my time offering support and checking in on protesters who had been harmed. Witnessing such brutality was shocking and led me to conclude that as a minister, I have to do a better job of showing up and

speaking out against the violent suppression of dissent, which I fear will be an ever-increasing threat in our society.

Let me conclude by saying that I am looking forward to beginning a new church year and feel that the UU Congregation of Charlottesville is on a very good path with an incredibly bright future.

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

Director of Administration and Finance Report

Finance Recap

	As of April 2024	As of April 2023
Total Revenue	\$470,330.40	\$514,045.85
Total Expenditures	\$457,039.21	\$498,094.91
NET OPERATING REVENUE	\$13,291.19	\$15,950.94

UUCEF Currently at \$554,767.37 as of April 30th.

- Note the large discrepancy between this year and last year's revenue and expenditures is mainly due to moving the SAC (Social Action Collection) activity from income/expense accounts to a liability account.
- Over 40K was added to the UUCEF in April.
- There is a 10K insurance reimbursement check for the flood that was deposited recently at the and will reflect in May.

Financial Reports

- [Link to Google Drive](#)

Attendance

Date	In Person	Online	Total
3-Mar	114	31	145
10-Mar	108	47	155
17-Mar	93	44	137
24-Mar	85	36	121
31-Mar	158	40	198
March Average:	151		

Date	In Person	Online	Total
7-Apr	83	39	122
14-Apr	112	41	153
21-Apr	150	39	189
28-Apr	68	51	119

April Average: 146

Membership Report for May 22, 2024 Board Meeting

Membership as of March 24, 2024: 331

Additions:

Maria Puente-Duany

Alison Bushey

Laura Shea

Drops: Margaret Record

Membership as of May 16, 2024: 333

Respectfully submitted, **Beth Jaeger-Landis**, Membership Tracker

Love Into Action: A Three Year Plan
UU Congregation of Charlottesville
Fall 2024-Summer 2027

The Mission of the UU Congregation of Charlottesville (Adopted June 3, 2023) states:
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.

Following the adoption of our mission statement in June of 2023, the Board of Trustees set into motion the development of a long-range plan. A task force (Achsah Carrier, John Griffith, Chris Little, Pam McIntire, Ellie Syverud, Greg Townsend, Tammy Wilt, and Rev. Tim Temerson) was appointed in November of 2023 and charged with developing a three year plan consisting of goals that are specific, actionable, achievable, and measurable. The task force reviewed the congregation's previous strategic plan as well as conversations that were part of developing the new mission. During February and March of 2024, the Task Force held conversations around the four key areas of the mission with interested members and friends and stakeholders/leaders. The results of those conversations played a key role in the formulation of the long-range plan. The long-range plan is ambitious and wide-ranging. The ideas represent the collective wisdom, passion, and imagination of our congregation. Implementing the plan will require focus, collaboration, and flexibility. To that end, we recommend that the Board of Trustees

1. Take responsibility for the overall implementation of the plan and provide regular updates to the congregation on progress and challenges
2. In consultation with the Lead Minister, reconstitute a Committee on Ministries to support implementation of the plan
3. Appoint a task force to re-examine the governing structure of the congregation to maximize our ability to be mission and ministry-driven
4. Grow the congregation's financial resources. To that end, the Board is encouraged to:
 - a. Make the Stewardship Steering Committee (SSC) a permanent congregational committee and empower it to help build a culture of generosity and service through communications, programs, special events, etc. that invite and inspire UUCville members and friends to give of their creativity, wisdom, and financial resources
 - b. Prioritize bringing our staff to UUA recommended fair compensation levels
 - c. Charge the SSC to develop and oversee a Planned Giving program
 - d. Explore a potential capital campaign in the next 3-5 years

- e. Commit to growing church revenue from sources in addition to annual pledges, including building and grounds rentals, fundraising events, etc. To that end, the board is encouraged to appoint a building rental team consisting of the Lead Minister, DAF, office administrator, and treasurer as well as a Fundraising Council that will coordinate and grow church fundraising
5. Along with greater financial resources, the success of the long range plan depends on cultivating and empowering a greater number of leaders and volunteers.
 - a. The Board is encouraged to appoint a Volunteer Coordinator charged with helping members and friends connect to ministries and programs and developing new leaders through training, workshops, etc. As financial resources increase, the Board may consider transitioning the Volunteer Coordinator to a part-time, paid position.
 - b. The Board is encouraged to develop a plan for leadership training

Key Areas of the Mission Statement

I. Cultivating a safe and welcoming place for all

In order to cultivate a place that is safer and more welcoming, especially for those who have been historically marginalized in our congregation, in Unitarian Universalism, and in society at-large, we set the following goals:

1. Make our building and grounds more accessible, inclusive, cohesive, beautiful, and inviting. To that end, we will:
 - a. Develop a Comprehensive Building and Grounds Plan(s)
 - b. Create a board-appointed task force that will recommend and prioritize improvements to the accessibility of our building and grounds
 - c. Consider replacing/updating the “Marriage Rights” banner on the outside of the sanctuary and explore erecting a second banner and/or other signage that makes clear and transparent our safe and welcoming message in alignment with municipal regulations
 - d. Intentionally engage with the history of the land we reside on by moving us beyond weekly land acknowledgements to taking concrete actions that help repair relationships with historically marginalized communities
2. Grow our Ministry of Welcoming and Membership
 - a. Enhance our Sunday morning Greeter program, both in person and online. The Greeters will be coordinated by the Membership Committee and will

receive regularly scheduled training that includes instruction on cultural sensitivity and inclusivity.

- b. In an effort to help new members get connected and feel at home, the Membership Committee will:
 - i. Create more opportunities to build relationships through actions such as New Member potlucks, follow up calls and classes, etc.
 - ii. Explore the creation of a new member welcoming program that would match a new member with an existing member who would serve as a point of contact and connection.
3. Cultivate and Sustain a Vibrant Young Adult Ministry
 - a. Grow the number of young adult members and friends by engaging in targeted outreach to UVA graduate students and other young adult communities, including focused social media marketing, welcoming events, and activities with appeal to young adults
 - b. Provide young adults with staff/lay leadership and support, including maintaining communications and outreach, supporting regularly scheduled gatherings/retreats, and connecting young adults to other UUCville programs of special interest, including spiritual practice and service opportunities
 - c. Encourage young adults to connect with the wider UU denomination by providing financial assistance/scholarship support to events such as the UUA General Assembly, regional gatherings and retreats, etc.
4. Create a board-appointed Safe and Welcoming Team charged with assessing and developing a plan to make our congregation safer and more welcoming for historically marginalized communities, including those who are BIPOC, LGBTQ+, gender-expansive, differently-abled, etc. To that end, we will:
 - a. Undertake and complete a wide-ranging Inclusivity audit of all UUCville ministries and programs and present the results of the audit at the 2025 annual congregational meeting
 - b. Based on the findings of the Inclusivity audit and in consultation with staff, relevant church committees, and historically marginalized communities within and beyond UUCville, develop a Safe and Welcoming Plan that will be presented to the board no later than February 15, 2026.
5. Develop a UUCville Marketing Plan whose objective is to share our mission and message with the wider Charlottesville/Albemarle County community. To that end, the Board of Trustees will appoint a 2-3 person marketing team that will work closely with the Communications Committee to develop and implement a marketing plan that will raise our profile in the local community. The Marketing Plan should be especially focused on how to raise awareness of UUCville with communities that have been historically marginalized and/or underrepresented in

our congregation, including young adults, BIPOC, LGBTQ+, elders, and those who are differently-abled.

II: Nurturing heart, mind, body, and spirit

In order to build a community of communities that nurtures mind, heart, body, and spirit for all ages and that recognizes diverse needs and experiences in our congregation, we set the following goals:

1. Deepen and expand our Caring Ministry by strengthening existing communities. The three types of care that are woven through the Caring Ministry are direct support (like meals and rides), companionship (connecting those who are lonely or isolated), and pastoral care (being a listening presence for those who are struggling). To that end, we will:
 - a. Expand CareNet to support additional caring needs
 - i. Strengthen and expand support and service opportunities (e.g., rides, chores/handyperson, run errands)
 - ii. Strengthen support for organizational leadership (e.g., transportation coordinator position, technology support, etc)
 - iii. Contact other congregations and organizations to identify ways we could expand and sustain a broader CareNet.
 - iv. Develop guidance to define the appropriate scope of services we can provide and a directory of external resources for additional support.
 - b. Expand Pastoral Care Programs & Support Groups
 - i. Provide workshops or programs for all ages on important life issues including aging, death and dying, caregiving, and holding difficult conversations
 - ii. Create Support Groups to provide companionship for needs and concerns that are present in our congregation and not easily accessed in the local community
2. Grow our Faith Development Ministry by working collaboratively with the Minister for Faith Development, the Religious Education Committee, and leaders of key programs/ministries. To that end, we will:
 - a. Increase the breadth and depth of our faith development ministry for all ages, including classes, workshops, retreats, trainings, and affinity groups relevant to important demographics within our congregation, including young adults, elders, LGBTQ+, and BIPOC, and that dovetail with key ministries and programs, including social and environmental action, and anti-racism and LGBTQ+ outreach.

- b. Prioritize our need to raise the next generation of UUs by centering the children in the congregation, supporting parents, and providing more connections across generations.
 - c. Strengthen our Labyrinth Ministry. We have 4 labyrinths that can be used as part of a spiritual practice and as a community resource. By convening regular labyrinth walks, including on solstices, equinoxes, and national labyrinth day.
 - d. Expand Opportunities for Embodied Spiritual/Physical Healing such as Tai Chi, Afro-Flow Yoga, and Kundalini Yoga
 - e. Engage in “Beyond the Service” programs through periodic conversations about the service/sermon theme
3. Enhance worship and music by making our music and worship life reflective of diverse spiritual paths and sources and inclusive of those seeking non-traditional worship and music experiences. These changes should include greater embodiment in worship, diverse guest speakers and musicians, and increased multigenerational involvement
4. Develop a Multigenerational Family Ministry
 - a. Recognizing the yearning for community and connection that brings so many to our congregation, we will:
 - b. Build a multigenerational, Family Ministry that brings people of all ages (both within and beyond our congregation) together for friendship, fun, learning, and service.
 - c. Establish a Family Ministry “Council” (FMC) that will include but not be confined to representatives from faith development, hospitality, worship, and social action.
 - d. Expand support for parents and families. Create opportunities for family get-togethers and potlucks at the church at times convenient to families with all ages of children, and include childcare.
 - e. Connect parents and children with congregational elders in building a true multigenerational community through regular social events
5. Establish a Multigenerational Fun and Friendship Ministry
 - a. Expand on popular church events and programs, such as the Douthat Retreat and Game Nights.
 - b. Create a Fun and Friendship Committee charged with planning, organizing, and publicizing regularly scheduled social events, including but not limited to dances, game nights, open mic nights, movie nights, and picnics.
6. Establish Elder Ministry that will build friendships, provide connection and companionship, center the needs of congregational elders in the broader life of UUCville and throughout all of our ministries

- a. Build on the highly successful Elders Brunch, create more special events that celebrate the commitment and wisdom of elders.
- b. Honor milestones (birthdays, years of membership) of elders during Sunday morning worship and Social Hour
- c. Explore the creation of an Elder's Odyssey program in which congregational elders would be invited to share their life stories on video

III: *Equity, justice, and peace for all people*

In order to promote equity, justice and peace for all people, with a focus on antiracism and justice for members of the LGBTQ+ community, reproductive rights and justice, we set the following goals:

1. Enhance the knowledge base of the congregation
 - a. Establish a series of opportunities for members of the congregation to learn about topics such as: the existence, source, magnitude and impact of inequities – with examples locally, nationally, globally; the work that has been done to achieve equity, justice and peace – Bryan Stevenson et al; and potential antiracist and LGBTQ+-supporting interventions
 - b. Use various methods to achieve this goal such as: talks/workshops at church (in-person and virtual); online resources (TED talks, youtube videos, podcasts, etc); book/film review sessions; guest speakers and preachers; a church webpage of ways to become involved
2. Enhance Proximity - the degree to which UUCville members are proximate with people we accompany, mostly in marginalized communities.
 - a. Educate our congregation on what proximity means for our congregation - including metrics - and its many benefits to all parties, as well as its inherent necessity
 - b. Learn through Bryan Stevenson's four pillars: get proximate, change the narrative, stay hopeful, learn to be uncomfortable
 - c. Assess where we are and then agree on a target
 - d. Advocate for causes powered by closeness to people we know and love with an emphasis on mutual benefit - educational, transformational, bias reduction, credibility, joy.
 - e. Create opportunities that best fit subgroups (youth, elderly, LGBTQ+, etc)
3. Enhance our Partnerships - Leverage partnerships to achieve a "whole is greater than the sum of the parts" impact and to learn from those who are already proximate or complimentary in other ways.
 - a. Commit to a short list of primary partners, such as City of Promise, Sin Barreras, The Haven, PACEM, who align with our agreed-upon list of "equity, justice, and peace" priorities.

- b. Establish goals and plans with partners, monitor progress, and adapt plans
 - c. Evaluate partnership progress regularly to assess if we're on track and "break up" gracefully if too far off track
- 4. Establish a Racial Justice Committee with the authority and resources to coordinate our congregation's response to issues that significantly impact BIPOC communities, such as:
 - a. health equity
 - b. affordable housing/homelessness
 - c. criminal justice reform
 - d. food insecurity and access
 - e. immigrant/refugee rights
- 5. Establish a Reproductive Rights and Justice Committee with the authority and resources to coordinate our congregation's response such as
 - a. Build on our relationships with the Blue Ridge Abortion Fund and Birth Sisters of Charlottesville to develop partnerships
 - b. Engage in public witness and advocacy around issues of reproductive rights and justice
- 6. Establish an LGBTQ+ Justice Committee with the authority and resources to devise, implement and oversee the activities related to LGBTQ+ justice, such as
 - a. Provide meeting space for local LGBTQ+ advocacy/support/educational groups, including groups specifically designed to support LGBTQ+ children, youth, and families
 - b. Engage in community education around LGBTQ+ issues/concerns, both as a provider of educational courses like "Transforming Hearts" and as a host for educational panels and workshops like the Trans Health Panel hosted at UUCville in the Spring 2023
 - c. Engage in advocacy around LGBTQ+ issues in partnership with local, state, and national organizations, such as Equality Virginia.
- 7. Explore re-establishing the Social Justice Council and empowering it to closely coordinate and support activities of our social action groups and with the Environmental Justice Committee/Earth Ministry to recognize and take advantage of synergies between social and environmental justice.

IV: Equity, justice, and peace for the planet.

In order to inspire, support and promote our active commitment to stewardship of our planet as expressed in our 7th Principle (Respect for the interdependent web of all existence of which we are a part) as individuals, as a congregation, and as a part of our community, we set the following goals:

1. Grow the engagement of our Congregation and our local Community by:
 - a. Building on our existing partnerships that promote sustainability in our community, such as IMPACT for mass transportation
 - b. Renewing our commitment to UUA Green Sanctuary Program
 - c. Developing a strong ongoing partnership with at least one local environmental group to strengthen the commitment that congregants have to the Cville community (for example: Rivanna Conservation Alliance)
 - d. Participating in at least one Cville community environmental project per quarter
 - e. Offering two environmentally-themed Sunday services per year
 2. Enhance the knowledge base of sustainability among our congregation by:
 - a. Holding sustainable eating potlucks quarterly
 - b. Developing Adult Faith Development and Young Adult/YRUU classes and activities on how to live more sustainably
 3. Make our building and grounds more environmentally friendly by:
 - a. Evaluating the sustainability of our building and grounds by having an energy audit completed (scheduled for June 2024)
 - b. Sharing recommendations from the energy audit with the Building Committee
 - c. Prioritizing attainable short term projects
 - d. Exploring longer-term projects that will reduce our environmental footprint significantly
 - e. Reaching out to local conservation groups (for example: Thomas Jefferson Soil and Water Conservation District) to see how our grounds can be more sustainable and environmentally friendly
 - f. Researching available grants that may help UUCville achieve sustainable building and grounds goals
 4. Provide ways for our congregation to be environmental advocates by
 - a. Partnering with the VA Interfaith Power and Light organization in their faith based climate advocacy
 - b. Offering opportunities to sign petitions, write to legislators and support voter registration drives at least twice a year
 - c. Facilitating church participation in at least one Lobby/Advocacy day per year to advocate for pro-environmental legislation
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TO: The Stewardship Steering Committee
The Finance Committee
The Board of Trustees
Reverend Tim Temerson

FROM: Ellie Syverud & Kim Grover, Ministry for the Earth Co-Leaders

SUBJECT: UU Congregation Divestment from Fossil Fuel Industries

As part of our goal to be 100% sustainable in all we do, we want to recommend that the funds of the UU Congregation of Charlottesville are totally divested from fossil free industries and are fully invested in 100% sustainable industries.

It has come to our attention - through correspondence from Nick Maxwell (a Certified Climate Action Planner) of the Edmonds UU Church near Seattle, WA - that the UUCEP (UU Common Endowment Fund) where we have our funds invested - holds direct investments in Phillips 66, Marathon Petroleum, Sinclair Oil, and Valero. According to Maxwell, the UUCEP has been asked to actually divest in very obvious and public ways multiple times over the last decade but have not yet done so. Last year's General Assembly included a vote on complete divestment from fossil fuels; UUA President Bettencourt and the UUA Board of Trustees were opposed and it was voted down.

Here's information from that discussion:

<https://discuss.uua.org/t/business-resolution-complete-divestment-from-the-fossil-fuel-industry-and-subsequent-reparations/843>

It is a possibility that another vote on divestment is brought up at this year's GA and passes this time; in which case, we would not need to make any changes to our investments. But if not -Maxwell (and the internet) have suggested various investment firms that would align better with our values. See some suggested funds listed below. Obviously, more research and discussion is needed. It is our hope that the Church will take up this important issue.

[Fossil Free Funds](#)
[Parnassas](#)

Thank you so much for your consideration of this important issue.

Best,
Ellie Syverud and Kim Grover obo The Ministry for Earth

On the following page are a list of resources provided by the Ministry for Earth Committee

Green Banking/Investing: Banking/Investing for the world we want to see

Green Credit Cards

- Amalgamated Bank Mastercard
- Green America Rewards Platinum Visa
- Rewards Platinum Visa

Green Retirement Inc <https://www.greenretirement.com>

We help you divest your 401K assets from fossil fuel holdings and help you with fossil free investing. We are Accredited Investment Fiduciaries with the experience to serve your needs. We help businesses, nonprofits and individuals design pathways toward retirement readiness. We specialize in 401K's, 403B's, 457's, IRA's, SoloK's, SEP's and SIMPLEs.

Adasina Social Capital <https://adasina.com>

Our diverse team of people from non-traditional backgrounds works closely with the communities we intend to impact – aligning investors with social justice movements. Beyond creating our own investment criteria, Adasina mobilizes investors to drive long-term impact through industry campaigns and education.

US SIF - Sustainable Investment Forum <https://www.ussif.org/index.asp>

The leading voice advancing sustainable investing across all asset classes. Our mission is to rapidly shift investment practices toward sustainability, focusing on long-term investment and the generation of positive social and environmental impacts. Our vision is that environmental, social and governance impacts are meaningfully assessed in all investment decisions resulting in a more sustainable and equitable society.

NiaImpact Capital <https://www.niaimpactcapital.com>

Nia Impact Capital is a women-led impact asset management firm headquartered in Oakland, California. We have been a leader in impact investing since 2007 when Kristin Hull, Nia founder, established the first 100% impact invested foundation endowment. Nia invests in public companies delivering solutions for a healthy climate, a sustainable environment, and services and products beneficial to women and BIPOC (Black, Indigenous, People of Color) communities.

As You Sow <https://www.asyousow.org>

As You Sow is the nation's non-profit leader in shareholder advocacy. Founded in 1992, we harness shareholder power to create lasting change and align investments with values. Our mission is to promote environmental and social corporate responsibility through shareholder advocacy, coalition building, and innovative legal strategies.

** See related organization below

Bank for Good <https://bankforgood.org>

Bank for Good was born out of a coalition of organizations coming together to elevate a financial system that makes it easy for people to align their values with their financial decisions. All the financial institutions listed on this site have committed to not do business with any companies or projects engaging in fossil fuel extraction or infrastructure, via loans, share and bond underwriting, asset management, or advisory services.

Bank.Green <https://bank.green>

Finds Ethical & Sustainable Banks where you live. They offer the Taking the Bank.Green pledge, a statement that the banking industry's unsustainable financing activities are unacceptable and your money will not be a part of it. By pledging to move your money away, you will: Send a message to your bank that it must defund fossil fuels; Join a fast-growing movement of consumers standing up for their future; Take a critical climate action with profound effects

Invest Your Values <https://investyourvalues.org>

** Invest Your Values is a project supported by As You Sow

It's time for employer-offered retirement plans to start taking responsibility for their role in fueling climate change and other sustainability issues, so savers have a future they can retire into. That's why we created the retirement plan sustainability scorecard. Applying our sustainability scorecard to the retirement plans of major publicly-traded companies. Right now, we have a small number of company retirement plans rated, but we'll be adding more throughout the year, with the goal of rating the retirement plans of every company in the S&P 500.

Northstar Asset Management - <https://northstarasset.com>

NorthStar's mission is to provide integrative and effective portfolio management by connecting social concerns to stock selection, asset allocation, and activism. Our investment management process begins with an analysis of the social, ecological, and political problems of our time and includes deep conversations with our clients. These steps result in the construction of personalized portfolios that integrate financial goals with security analysis and selection processes while upholding a commitment to social change and environmental sustainability. ** Recommended by Kim Grover's financial advisor friend

Green Century Funds

https://www.greencentury.com/fossil-fuel-free-investing-guide-sign-up/?utm_source=greenamerica&utm_medium=sponsored&utm_campaign=greenamerica2024

The Green Century Funds avoids environmentally dangerous industries and instead invests in companies that meet high environmental, social and governance (ESG) criteria. Green Century Funds is one of the first families of fossil fuel free environmentally responsible mutual funds in the U.S. The Green Century Funds had the foresight to avoid coal and major oil companies from its inception in 1991, providing a long track record of avoiding these environmentally dangerous industries.