

Unitarian Universalist Congregation of Charlottesville
BOARD OF TRUSTEES DRAFT AGENDA
24 September, 2024

Meeting hosted on Zoom at 6:30pm.

In attendance – Pam McIntire, Bev Ryan, Kay Frazier, Renee Brett, Leia Durland-Jones, Tim Temerson, John Griffith, Chris Little

Absent – Achsah Carrier, Sylvie Semmelback

Guests – Ellie Syverud and Kim Grover

I. Opening - (20 mins)

- Opening and Closing Words: Rev Leia Durland-Jones
- Reporter: Bev Ryan
- Time Keeper: Pam McIntire/Tammy Wilt
- Process Observer: Renee Brett

Reporter To be done within a week of the board meeting. When you are the Board Reporter you can post your notes directly to the website with this link: <http://uucharlottesville.org/post> and someone from the communications team will review it and put it online. You can also send the text to communications@uucharlottesville.org and ask them to post to the website.

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

MOTION: *** made the motion to Accept the agenda
Motion was seconded by
The Board *** the agenda with changes.

5. Written Correspondence - Approval for congregational meeting to approve bylaws change for non-profit status.

Kim - Climate justice revival (economic/social justice) Visualizing what our community look like. What do we want it to be. What are the obstacles to ge there? How do we overcome them? Workshops to address these issues. Nov 16/17 at UU. Multigenerational revival. Need facilitators/volunteers. UUA is pushing this out.

II. Electronic Motions (1 minute)

1. Approval of the *** minutes happened electronically.

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

1. **President's Report** (Written)- Pam McIntire
2. **Vice President's Report** (Written) - Beverly Ryan
3. **Treasurer's Report** (Written) - Kay Frazier
4. **Lead Minister's Report** - (Oral) - Rev. Tim
5. **Minister of Faith Development's Report** (Written) - Rev. Leia Durland-Jones
6. **Director of Administration and Finance Report** (Oral) - Sean Skally
7. **Building Use Task Force:** N/A
8. **Membership Report** (Written) - Beth Jaeger-Landis
Membership stands at:
9. **Board Liaison Reports**
 - Nom Committee: John Griffith - They met in September. 3 members who are servicing consecutive terms. Need to vote 4 people in during June. Needs to be staggered terms. Perhaps appointing some to a one year term and some to a two year term Job descriptions for all committee positions, so people understand the roles
 - Personnel Committee (Oral) - Beverly Ryan: They interviewed a facilities manager.
 - Communications Committee (Oral) - Achsah Carrier - absent
 - Building Committee: N/A

IV. Business: (40 min)

- Complete Review of board retreat
- Concrete actions for Year 1 of Long Term Plan
- Approval for congregational meeting to approve bylaws change for non-profit status.

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

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

VI. Closing Activities (5 min)

1. Process Review –
2. Things to do / communicate - rework the wording on the EJP for the people/people to send thank you cards
3. Closing Words

Dates to remember

Next UU Charlottesville Executive Board Meeting:

Next UU Charlottesville Board Meeting:

Reports to the Board

President's Report to the Board: September 2024

President's Report to the Board
September 2024

We are beginning our third year of Developmental Ministry. You can find our Developmental Ministry webpage here:

<https://uucharlotteville.org/about-us/developmental-ministry-goals/>

This month, I want to give a brief review of our progress on our Developmental Goals. Please note that there are so many things going on at UUCville, it is impossible for me to remember everything. I apologize for what I have missed.

Goal 1: We want to define a broad shared vision of our purpose for being a congregation so that we can feel energized, dedicated, and aligned in the use of our resources).

After many Congregational Conversations, we adopted our Mission Statement on June 3, 2023:

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.

On June 9, 2024 at our Annual Congregational Meeting, we approved our Long Range Plan to guide us in our work in our mission. You can read the full plan here: <https://uucharlottesville.org/love-into-action-a-three-year-plan/>

While these are wonderful first steps, we understand that our mission and our plans will evolve as we learn from each other and the larger Charlottesville community.

Goal 2: We want to be a more welcoming, inclusive, and anti-racist congregation, cultivating greater diversity in our membership and stronger engagement with the broader Charlottesville community).

Our Membership committee has been working hard to help us be more welcoming to newcomers. We have Newcomers meetings after church once a month and Membership classes regularly.

Rev. Tim has been meeting with numerous groups in Charlottesville to explore potential partnerships. UUCville is currently collaborating with several community partners including Sin Barreras, Ebenezer Baptist Church, PACEM, The Haven and IMPACT.

Our children's RE classes used the Growing Anti-Racist UUs: A Curriculum for Children last year. <https://uucharlottesville.org/anti-racist-curriculum/>
The Adult RE program "Transforming Hearts" was a huge success last fall.

We had a Young Adult Open House this month.

UUCville had a wonderful presence in Cville Pride this year.

Goal 3: We want to strengthen our Stewardship Ministry to manifest passionate support of our mission with time, wisdom, and finances)

Our Stewardship Steering Committee is working hard on many aspects of stewardship.

- Developing and distributing the Stewardship. Caring, Sharing, Giving quarterly newsletter.
- Presenting volunteering opportunities with the popular Service Fair
- Supporting our successful Pledge Drive
- Examining Planned Legacy Giving

Our budget updates are available to all on the website <https://uucharlottesville.org/financial-information/>

Our Gardens and Grounds Committee, Buildings Committee and Remembrance Garden group have been taking care of our campus and making it beautiful.

Goal 4: We want to strengthen our internal processes and communication skills, build trust, and become more emotionally and operationally functional than we have been historically

We have an impressive Communications Committee. They have created a fantastic website that they update frequently to keep us all informed. Our weekly email newsletter tells us about all the latest happenings. And now, we have group texts about important events.

We are striving for transparency, healthy communications and respect in all our interactions.

We have made a strong beginning on our Developmental Goals and we have a lot planned. Please tune in next month for the update on how the board will support our Long Range Plan this year!

Submitted by, **Pam McIntire**, President

Vice President's Report to the Board: September 2024

Vice President's Report to the Board, August 2024

Fundraising Events:

The Fall Auction will be held this year on Saturday November 9.

Stay tuned for more info!

Personnel Committee:

The position for Facilities Manager was posted on Indeed.com, and zoom interviews are in process. We are getting ready to do in-person interviews to help make a final selection.

Committee survey: Requests will be sent to committees and groups for updates as to leadership and active status. This information will be shared with Communications for website updates.

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

Treasurer's Report to the Board: September 2024

**Treasurer's Report
September 2024**

Finance Committee

Highlights:

- The Committee reviewed “soft closing” financial reports for the End of Fiscal FY 23- 24.
- The Committee reviewed the August 2024 financial reports. Revenue is exceeding expenditures by \$28,677. There are no financial concerns at this time. The Budget to Actual FY 24-25, up to September 21, 2024 report is attached for the Board’s review. To view the web financial dashboard, click here:<https://uucharlotteville.org/financial-information/>

Soft Closing - End of Year 23-24

The Budget to Actual Report for Year-to-Date July 1, 2023 - June 30, 2024, FY 23-24 shows a positive balance with revenue exceeding expenditures. Our bookkeeper, Sandra Schwartz, is working to resolve questions/issues to verify the accounting of pledged donations and journal entries for restricted funds for FY 23-24. It is anticipated that the Fiscal Year will close with revenue exceeding expenditures. We anticipate closing the books for Fiscal Year 23-24 next month.

Submitted by: **Kay Frazier**, Treasurer

Lead Minister’s Report to the Board: September 2024

Service fair was a great success, it creates an energetic church. Thanks to Don Landis for organizing the service fair. Diana Scott stepped up to be a covenant group leader. Sin Barras program is up and running. There are six teachers and classes are on Mondays and Wednesdays. Average 3-4 children, which is good for the small space. The Young Adult meeting was good. They had 11 people come to learn more. They need staff support to make activities/events work. Thanks to all of the voter events. The debate party and phone banking turnout was about 25 people. 5 people from the church will be attending the UUA Mosaic program. Program to learn how to be warm and welcoming. Price Thomas from City of Promise- pilot a program “Extended Family?” Staff is hosting a celebrate Sean’s contributions as he leaves the church.

Vesper services - 7:00-7:30, Wednesdays/contemplative music/quiet/candlelight to be held at the church. To be held Oct 9 and Oct 30.

Rev. Tim, Lead Minister

Minister of Faith Development’s Report: September 2024

Report to the Board September 2024
Rev. Leia Durland-Jones, Minister of Faith Development

Sunday Programming

It is a joy to be back together for the new church year. Most Sundays, our 4-year-olds through 5th graders begin in the sanctuary for the first 20 minutes or so and then are sung to their RE classes. Our 8th-12th graders have their youth group meetings from 12:15-1:30. Some Sundays, the 4-year-olds through 5th grade join me in the parlor for Children's Worship after leaving the sanctuary. Our 6th & 7th grade youth begin in their classroom each week as they prepare to visit other communities of faith as part of their "Neighboring Faiths" year.

This year in our Children & Youth RE Program we are offering:

- "Celebrating Me and My World" in our nursery class for infants through 4-year-olds,
- "Spirit Play" in the Mural Room for 4-year-olds through Kindergarten,
- "Moral Tales" for 1st-3rd grades upstairs in Summit House
- "Lego ValUes" for 4th & 5th grades in Lower Hall room 2
- "Neighboring Faiths" for 6th & 7th grades in the Lower Hall Kitchen
- "Coming of Age" for 8th-9th and 10th grades in Summit 1
- Young Religious Unitarian Universalists (YRUU), 11th & 12th grds, upstairs in Summit

The new church year is off to a great start with good participation from registered families as well as weekly visitors in our nursery, elementary, and youth programming. For the first time, we are using Breeze to track our attendance figures. I look forward to being able to access attendance information with greater accuracy and ease.

As I shared when we commissioned our RE volunteers on September 15, there are over 50 people volunteering in our children and youth RE program. This is wonderful! The enthusiasm these volunteers have for their task and their support for the children and youth of our church is inspiring. The RE Committee and I have been busy orienting and supporting our volunteers and I will complete background checks, as part of our Safe Congregational protocol, on all of our RE volunteers this month.

Sunday "Second Hour" is an important part of Sunday mornings for families. Childcare is provided on the playground from 12:30-1:30. This allows parents to attend newcomer sessions, committee meetings, our UU Parents Group (UUPs), and to just meet and talk with other parents. We are having a tough time finding people over 18 years-old to employ as childcare providers and are actively advertising to find interested and appropriate applicants.

Children & Youth RE Committee

The Children and Youth RE Committee is a robust group of 12 who have stepped up this fall in ways both big and small to support the program. I am grateful for each of them. Under the leadership of committee member Terry Epp, we have scheduled seven dates when we will make Meal Packets to donate to the UVa medical center social work team. Most of the time Meal Packets will be assembled in an RE class but we may also have an opportunity for a whole church assembly effort. The goal for each Meal Packing day is to assemble 96 meal packets. Our 4th & 5th grade RE class did this on September 22.

Adult Faith Development

With the children and youth programming now underway, I am turning some attention to our Adult Faith Development program. Stay tuned for information on offerings and opportunities!

Pastoral Matters & Rites of Passage

It is a busy time as I reconnect with people following my time away and learn of joys, sorrows, changes, and shifts that are being experienced. It is a gift to partner with Rev. Tim in pastoral

matters and to have the good work and support of the Pastoral Visitors. Our congregation is well-served in this way.

It was a delight to officiate at the wedding of Molly Michie and Aaron Hackett on September 7. Molly and Aaron both grew up in the church but did not know each other. They crossed paths later in life and it was a joy to celebrate and witness their commitment to their partnership.

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

Rev. Leia, Minister of Faith Development

Membership Report for September 2024

Membership as of _August, 2024: 320

Additions: 0

Drops: Judith Fike (Deceased)

Membership as of Sept 25, 2024: 319

Respectfully submitted, **Beth Jaeger-Landis**

Unitarian Universalist Congregation of Charlottesville

Budget vs. Actuals: Budget_FY25_P&L - FY25 P&L

July 2024 - June 2025

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Revenue				
3000 Non-Profit Revenue				
3100 Pledged Donations				
3110 Current Year Pledges	131,045.80	460,000.00	-328,954.20	28.49 %
3120 Prior Year Pledges	1,210.00	8,000.00	-6,790.00	15.13 %
3130 Pledge Match	3,200.00	15,270.00	-12,070.00	20.96 %
Total 3100 Pledged Donations	135,455.80	483,270.00	-347,814.20	28.03 %
3200 Non-Pledged Donations				
3210 Current Yr Unpledged Donations	923.00	10,000.00	-9,077.00	9.23 %
3220 Offering / Plate Cash	1,943.11	10,000.00	-8,056.89	19.43 %
Total 3200 Non-Pledged Donations	2,866.11	20,000.00	-17,133.89	14.33 %
Total 3000 Non-Profit Revenue	138,321.91	503,270.00	-364,948.09	27.48 %
3300 Fundraising Income				
3310 Ongoing Fundraising				
3314 Grocery Scrip Profit	110.02	1,000.00	-889.98	11.00 %
3331 Hospitality Contributions	29.00	200.00	-171.00	14.50 %
Total 3310 Ongoing Fundraising	139.02	1,200.00	-1,060.98	11.59 %
3320 Fundraising Events				
3321 Auction - Fall	636.00	6,000.00	-5,364.00	10.60 %
3322 Auction - Spring		5,500.00	-5,500.00	
3323 Yard Sale	10,504.82	6,000.00	4,504.82	175.08 %
Total 3320 Fundraising Events	11,140.82	17,500.00	-6,359.18	63.66 %
3330 Other Fundraising		2,500.00	-2,500.00	
Total 3300 Fundraising Income	11,279.84	21,200.00	-9,920.16	53.21 %
3500 Other Revenue				
3510 Building User Fees	1,310.00	22,000.00	-20,690.00	5.95 %
3520 Bank Interest	9.81	300.00	-290.19	3.27 %
3525 CD Interest	211.50		211.50	
Total 3520 Bank Interest	221.31	300.00	-78.69	73.77 %
3530 Endowment Transfer		20,000.00	-20,000.00	
3540 Abrahamse Fund (Music)		774.00	-774.00	
3550 Bristol Fund (B & G)		3,259.00	-3,259.00	
3560 Cheetham Fund (RE)		826.00	-826.00	
3570 CEF Bond Income		908.00	-908.00	
3580 Transfer from Operating Reserve		15,000.00	-15,000.00	
Total 3500 Other Revenue	1,531.31	63,067.00	-61,535.69	2.43 %
Total Revenue	\$151,133.06	\$587,537.00	\$ -436,403.94	25.72 %
GROSS PROFIT	\$151,133.06	\$587,537.00	\$ -436,403.94	25.72 %
Expenditures				
4000 Payroll and Staff Expenses				
4200 Payroll - Wages	55,756.83	254,638.65	-198,881.82	21.90 %
4210 Payroll - Payment In Lieu of FICA	1,635.66	7,219.99	-5,584.33	22.65 %

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
4220 Payroll - Housing Non Taxable	10,866.00	47,086.72	-36,220.72	23.08 %
4300 Payroll - Benefits				
4310 Health Insurance	12,742.68	49,949.81	-37,207.13	25.51 %
4320 Dental Insurance	588.00	2,784.00	-2,196.00	21.12 %
4330 Life Insurance	561.16	2,523.38	-1,962.22	22.24 %
4340 Long Term Disability	698.00	3,905.24	-3,207.24	17.87 %
4350 Pension	6,777.38	30,040.20	-23,262.82	22.56 %
Total 4300 Payroll - Benefits	21,367.22	89,202.83	-67,835.41	23.95 %
4400 Payroll Taxes	3,112.48	15,760.05	-12,647.57	19.75 %
4500 Professional Expenses				
4501 Lead Minister Prof Expenses	997.15	4,000.00	-3,002.85	24.93 %
4502 Minister of Faith Development Prof Expenses	102.21	5,000.00	-4,897.79	2.04 %
4503 Dir of Admin and Finance Prof Expenses		1,500.00	-1,500.00	
4504 Dir of Music Prof Expenses		750.00	-750.00	
Total 4500 Professional Expenses	1,099.36	11,250.00	-10,150.64	9.77 %
4600 Media Production and Management 1099	909.00	7,725.00	-6,816.00	11.77 %
4601 Bookkeeping Contractor	2,362.50		2,362.50	
4700 Workers' Compensation Insurance		1,600.00	-1,600.00	
4800 Payroll Processing Fees	1,299.83	5,000.00	-3,700.17	26.00 %
4900 Sabbatical Reserve Fund		500.00	-500.00	
Total 4000 Payroll and Staff Expenses	98,408.88	439,983.04	-341,574.16	22.37 %
5000 Office/General Administrative Expenditures	15.50		15.50	
5100 Worship				
5110 Worship Service Expenses		900.00	-900.00	
5140 Music Expenses		750.00	-750.00	
5150 Pianist	980.00	3,500.00	-2,520.00	28.00 %
5160 Abrahamse Fund (Music) Expense		774.00	-774.00	
5170 Instrument service		1,500.00	-1,500.00	
Total 5100 Worship	980.00	7,424.00	-6,444.00	13.20 %
5200 Faith Development				
5201 RE Children & Youth	107.35	6,000.00	-5,892.65	1.79 %
5202 Young Adult Ministry		500.00	-500.00	
5210 Women's Spirit		100.00	-100.00	
5601 Cheatham Fund Expense (RE)		826.00	-826.00	
Total 5200 Faith Development	107.35	7,426.00	-7,318.65	1.45 %
5300 Beloved Community - Internal				
5302 Membership & Mem Tracking		500.00	-500.00	
5303 Volunteer Relations		75.00	-75.00	
5304 Childcare	661.75	4,000.00	-3,338.25	16.54 %
Total 5300 Beloved Community - Internal	661.75	4,575.00	-3,913.25	14.46 %
5400 Faith Witness - External				
5404 UUA Annual Program Fund		5,000.00	-5,000.00	
5408 Justice Ministries		250.00	-250.00	
5411 Ministry for Earth		500.00	-500.00	
Total 5400 Faith Witness - External		5,750.00	-5,750.00	
5500 Congregational Administration				
5500-00 Safety and Security	353.26	500.00	-146.74	70.65 %
5502 Communications	120.00	1,600.00	-1,480.00	7.50 %

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
5505 Hospitality	256.17	2,000.00	-1,743.83	12.81 %
5513 Office Expense and Supplies				
5510 Cleaning Service	5,250.00	23,000.00	-17,750.00	22.83 %
5512 Cleaning Supplies	316.04	1,000.00	-683.96	31.60 %
5514 Trash/Supplies/Fire Extinguish		2,000.00	-2,000.00	
Total 5512 Cleaning Supplies	316.04	3,000.00	-2,683.96	10.53 %
5513-00 Online Subscription Fees	300.12	6,000.00	-5,699.88	5.00 %
5513-01 Office Supplies	1,060.88	2,000.00	-939.12	53.04 %
5515 Computer Maintenance	875.61	3,000.00	-2,124.39	29.19 %
5517 Photocopies and Printing	134.08	1,500.00	-1,365.92	8.94 %
5521 Postage		700.00	-700.00	
Total 5513 Office Expense and Supplies	7,936.73	39,200.00	-31,263.27	20.25 %
5518 Financial Services Charges		4,000.00	-4,000.00	
5518-02 BreezeCHMS Fees	534.39		534.39	
5518-03 Venmo Fees	105.03		105.03	
5519 Credit Card Fees		600.00	-600.00	
5519-00 Bank Fees		250.00	-250.00	
Total 5518 Financial Services Charges	639.42	4,850.00	-4,210.58	13.18 %
5523 Fund Raising Expense				
5522 Pledge Program Expense		300.00	-300.00	
5525 Other Fundraising Expense	781.23	300.00	481.23	260.41 %
Total 5523 Fund Raising Expense	781.23	600.00	181.23	130.21 %
5526 Property Tax and Stormwater Assessment		1,100.00	-1,100.00	
5527 Multi-Peril Insurance	73.00	12,000.00	-11,927.00	0.61 %
5528 Accounting Fees		3,000.00	-3,000.00	
5529 Legal Expense		500.00	-500.00	
5530 Contingency		2,000.00	-2,000.00	
5550 Buildings and Grounds				
5551 Main Building Maintenance Expenses	1,146.01	1,650.00	-503.99	69.46 %
5552 Buildings Contractual Maintenance	710.60	8,400.00	-7,689.40	8.46 %
Total 5551 Main Building Maintenance Expenses	1,856.61	10,050.00	-8,193.39	18.47 %
5553 Bristol Fund Expense (B&G)		3,259.00	-3,259.00	
5554 Summit House Maintenance Expenses		1,150.00	-1,150.00	
5556 Grounds Contractual Services	4,875.00	7,800.00	-2,925.00	62.50 %
5559 Gardens and Grounds Expenses	819.21	1,200.00	-380.79	68.27 %
5561 Buildings Reserve		3,000.00	-3,000.00	
Total 5550 Buildings and Grounds	7,550.82	26,459.00	-18,908.18	28.54 %
5580 Utilities				
5581 Telephone & Internet	900.17	3,600.00	-2,699.83	25.00 %
5582 717 Main Bldg Gas, Water, & Sewer	931.04	4,000.00	-3,068.96	23.28 %
5583 717 Main Bldg Electricity	1,511.47	8,000.00	-6,488.53	18.89 %
5584 Summit Gas, Water & Sewer	107.93	350.00	-242.07	30.84 %
5585 Summit House Electricity	565.53	3,000.00	-2,434.47	18.85 %
5586 Edgewood Lane Parking Lot Electricity	28.82	300.00	-271.18	9.61 %
5587 Trash and Recycling	246.00		246.00	
Total 5580 Utilities	4,290.96	19,250.00	-14,959.04	22.29 %
Total 5500 Congregational Administration	22,001.59	113,059.00	-91,057.41	19.46 %
5900 Debt Service				

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
5901 Other Debit Service Expenses		5,000.00	-5,000.00	
5902 CEF Bonds int Expense		4,859.00	-4,859.00	
5903 CEF Member Bonds Principal		908.00	-908.00	
Total 5900 Debt Service		10,767.00	-10,767.00	
Total 5000 Office/General Administrative Expenditures	23,766.19	149,001.00	-125,234.81	15.95 %
Uncategorized Expenditure	281.56		281.56	
Total Expenditures	\$122,456.83	\$588,984.04	\$ -466,527.41	20.79 %
NET OPERATING REVENUE	\$28,676.43	\$ -1,447.04	\$30,123.47	-1,981.73 %
Other Revenue				
8975 Unrealized Gain/Loss - UUCEF	152,523.86		152,523.86	
Total Other Revenue	\$152,523.86	\$0.00	\$152,523.86	0.00%
NET OTHER REVENUE	\$152,523.86	\$0.00	\$152,523.86	0.00%
NET REVENUE	\$181,200.29	\$ -1,447.04	\$182,647.33	-12,522.13 %

UUCville Long-Range Plan Priorities (2024-25)

Preamble

- Make the Stewardship Steering Committee (SSC) a permanent committee and make a bylaw change.
- Charge the SSC with developing and launching a Planned Giving program
- The Board will reconstitute the Committee on Ministries by developing a charge that makes clear the COM's role vis-à-vis the long-range plan and then appointing the committee
- The Board will develop a job description and then appoint a (volunteer) Volunteer Coordinator(s) with support from the Stewardship Steering Committee.

Safe and Welcoming Place

- Appoint a Comprehensive Campus Plan (CCP) task force and develop a charge approved by the Board
- Appoint a Safe and Welcoming Team to develop and undertake an inclusivity audit/assessment across all of our ministries and programs that pays special attention to historically marginalized communities at UUCville.
- Charge the Membership Committee with creating a renewed Greeter Program
- Charge the UUCville staff with supporting regular events and programs for our Young Adult Community and working with the Communications Committee to improve marketing to young adults in Charlottesville, including and especially at UVA. (Ongoing)
- Task the Communications Committee with creating new and innovative content that improves our marketing to the local community

Nurturing Heart, Mind, Body, and Spirit

- Charge staff and the leadership of CareNet to develop a plan for expanding the scope of CareNet to include rides, assistance for elders with minor home repairs, etc.
- Expand after service discussions called "AfterWords" in consultation with worship leaders and explore an option for those attending on Zoom.
- Create a Friendship and Fun Team (FFT) charged with developing a calendar of multigenerational social events that will enable UUCville members and friends to build connections
- Charge the staff and the Communications committee with developing a plan for an Elder Odyssey Program

Equity, Justice, and Peace (EJP) For All People

While all three of the priorities identified in this section of the long-range plan (Racial Justice, LGBTQ+ Justice, and Reproductive Rights and Justice) are of the utmost importance, we will prioritize antiracism and racial justice ministry in 2024-25.

- Establish a Racial Justice Outreach Team charged with connecting UUCville to the struggle for racial equity and justice in our local community, with a focus on issues identified in the racial justice section of the long-range plan, including food justice, health equity, poverty, affordable housing, criminal justice reform, etc.

- Because proximity and partnership are central to all three of our EJP for all people priorities, we will focus educational and worship efforts around those themes so that we are better prepared to be a good partner and ally
- Establish at least one new community partnership during the 2024-25 church year that enables UUCville to be proximate and in solidarity with marginalized communities
- Engage in advocacy with organizations like Impact, the Blue Ridge Abortion Fund, Equality Virginia, and others so that UUCville can work to transform unjust structures and policies. Work with the EJP for the Planet leaders to offer trainings about engaging advocacy
- Celebrate successes and achievements, like ongoing voter mobilization efforts

Equity, Justice, and Peace (EJP) for the Planet

- Offer ongoing support to the leaders and members of the UUCville Ministry For Earth, who are already engaged in many of the priorities in this section of the long-range plan. We will celebrate their successes and offer support for their many educational, advocacy, and outreach efforts. Encourage staff to help MFE to establish a community partnership(s) and additional hands-on efforts in our local community as well as helping to lead and promote the UU Climate Revival weekend, which will take place in November of 2024.