

Unitarian Universalist Congregation of Charlottesville
BOARD OF TRUSTEES MINUTES
October 23,2024

Meeting hosted on Zoom at 6:30pm.

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

Absent – N/A

Guests – Ellie Syverud, Keith McGlammery, David Judd, Kim Grover

I. Opening - (20 mins)

- Opening and Closing Words: Achsach Carrier
- Reporter: Chris Little
- Time Keeper: John Griffith
- 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 - Kim Grover and Ellie Syverund to discuss REC's proposal attached
4. Acceptance of Agenda

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

5. Written Correspondence (none)

II. Electronic Motions (1 minute)

1. Approval of the September minutes - minutes approved

1. **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.*

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

3. **Vice President's Report** (Written) - Beverly Ryan

4. **Treasurer's Report** (Written) - Kay Frazier
5. **Lead Minister's Report** - (Written) - Rev. Tim
6. **Minister of Faith Development's Report** (Written) - Rev. Leia Durland-Jones
7. **Membership Report** (Written) - Beth Jaeger-Landis
Membership stands at:
8. **Board Liaison Reports**
 - Nom Committee: (Oral) John Griffith
 - Personnel Committee (Written and Oral) - Beverly Ryan
 - Communications Committee (Written and Oral) - Achsah Carrier
 - Building Committee N/A

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

IV. Business ()

- Motion to approve Sandra to a part-time status (5min) -Tammy Wilt Moved/John Griffith seconded. Current hours will be 17hrs/week
- Discussion on updating the check signing policy (5min) - Change to allow bookkeeper and/or congregational administrator to sign. Check limits in place. Renee seconded the motion
- Motion for Policy change to remove all wording referring to reimbursement for outside insurance from the Personnel Policy Manual. (wording in VP report) - motion approved
- Communication policy discussion (10min) - Motion to update communication policy made by Achsah Carrier and seconded by Kay Frazier
- Nominating committee request to appoint members (10min) Nominating committee can only serve one term -Patrick Migas, Elizabeth Breeden and Gayle Floyd nominated to be added to the committee, through June 2025. Since it is a partial term, they can serve a full term. Motion made by Pam McIntire and seconded by Achsah Carrier
- Review and recommend Year 1 actions for the Long Term Plan (30min)

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

VI. Closing Activities (5 min)

1. Process Review –
2. Things to do / communicate - REC Review and Vote
3. Closing Words

Dates to remember

Next UU Charlottesville Executive Board Meeting: Dec 5, 2024

Next UU Charlottesville Board Meeting: Dec 11, 2024

Reports to the Board

President's Report to the Board: Oct 23

President's Report to the Board, October 2024

In the next months, the board will be forming teams to begin (or continue) the tasks in our Long Range plan and we will support existing teams in new initiatives.

Rev Tim has done a beautiful job of distilling the broad Long Range Plan down to the actions we need to take this year (2024 2025 Long Range Plan Priorities - attached to this report).

This month, the board will begin identifying passionate people for the teams and approving charges for those teams. We will be forming these teams in the next months:

- **The Committee on Ministries**
- **A task force to develop a Comprehensive Building and Grounds Plan**
- **A Safe and Welcoming Team to undertake an inclusivity audit/assessment**
- **A Fun and Friendship Team to create even more engaging activities**
- **A Racial Justice Outreach team to connect with partners in the community**

We will also be supporting these actions:

- **Examine a change in bylaws to make the Stewardship Steering Committee a permanent committee**
- **Create a job description for a Volunteer Coordinator**
- **Re-energize the Greeter Program with the Membership Committee**
- **Support our Young Adult Program**
- **Support our Communications Committee to create new and innovative marketing to the local community**
- **Expand CareNet assistance for our Elders**
- **Include "After Words" in our after service activities on Sundays**

- Support our Ministry for Earth in their many amazing activities

Please let me know if you are interested in being a part of any of these initiatives. We welcome your passion!

UUCville Long-Range Plan Priorities (2024-25)

Preamble

- Make the Stewardship Steering Committee (SSC) a permanent committee and make needed by-law change at Spring 2025 congregational meeting
- Charge the SSC with developing and launching a Planned Giving program
- Reconstitute the Committee on Ministries. The Board will develop a charge that makes clear the COM's role vis-à-vis the long-range plan and then appoint the committee in consultation with the lead minister.
- 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 Building and Grounds Plan (CBGP) 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 re-energizing the 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

All three of priorities identified in this section of the long-range plan (Racial Justice, LGBTQ+ Justice, and Reproductive Rights and Justice) are of the utmost importance, especially in the current political climate. To that end, we will

- 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 priorities, focus educational, worship, and other efforts around those themes so that we are better prepared to be a good partner and ally
- Establish at least 1 new community partnerships during the 2024-25 church year that enables UUCville to be proximate and in solidarity with marginalized communities and individuals
- 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 that negatively impact BIPOC communities, LGBTQIA+ and gender fluid persons, and the reproductive rights and health of women. Work with the EJP for the Planet leaders to offer trainings about engaging in 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

Submitted by, Pam McIntire, President

Vice President’s Report to the Board: Oct 23

Personnel: Personnel Committee has been busy with the Facilities Manager starting, the Bookkeeper position expanding, and our DAF leaving. It is time for the Personnel Policy Manual Update which will

include the background check policy. There is new information from the UUA regarding reimbursement of outside health insurance: The Affordable Care Act changed the rules about reimbursing for other insurance. In the early days of the ACA, the UUA team did research, got clarifications from legal counsel, and created guidance for congregations. But over the past year (nearly a decade later), not only were they finding our longstanding guidance hard to verify, but they also discovered information to the contrary. We will be discussing this at our meeting on Oct 21, 2024.

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

Fundraising Events: Auction news: Donations are trickling in, we need to include an announcement in the Sunday service.

Health Insurance Reimbursement

Prior to the health care reform introduced along with the Affordable Care Act (ACA), it was fairly common for employers to make direct payments or provide reimbursements for other insurance. However, such arrangements, known as “employer payment plans,” are now generally prohibited by the ACA and should be approached with extreme caution due to regulatory penalties.

The UUA does not have a position on whether congregations should help their employees pay for health insurance obtained through other sources.

According to the UUA, The easiest and most compliant way for an employer to help pay for an employee’s individually sourced health insurance is simply to increase their taxable compensation. However, to avoid the ACA employer payment plan concerns, the increase *must not* be conditioned on the employee’s purchase of insurance. *In other words, the employer may not require any kind of substantiation of the insurance expense as a condition of reimbursement or payment.*

Because the increase cannot be contingent upon the employee’s purchase of coverage, nor can the employer require substantiation of the premium expense, it is all but impossible to establish a policy based on individual employees’ actual costs. UUA suggests making this added income a *separate line in payroll* – for tracking purposes as well as because it is not included in benefits calculations.

Medicare's strict rules (and associated penalties) should be considered before an employer reimburses an employee’s Medicare premiums, whether on a taxable or nontaxable basis. Medicare is governed by complex regulations, and **for most employers, it is next to impossible to create a legally compliant way to pay or reimburse an employee’s Medicare costs and there are severe MSP and ACA penalties for getting this wrong.** As stated above, a taxable compensation increase not contingent on substantiation of Medicare expenses may be the best option.

Our current policy regarding insurance is as follows:

Employees will be required to make their required contributions by payroll deduction or timely payment as appropriate. **Consistent with federal law, if an employee has health insurance through another qualified group plan (i.e. spouse's employer plan), the congregation will reimburse the incremental cost of the employee's coverage up to the value of the health benefit the employee qualifies for in the above chart. The reimbursed amount is calculated as the difference between the cost of individual coverage and the cost of employee + spouse coverage in the other plan.** The Personnel Committee submits a proposal that we delete this bolded text regarding outside insurance reimbursement, and delay any further decisions about reimbursement until we can study the options. Currently we do not have any employees that we are paying for other insurance coverage.

Respectfully,
Bev Ryan

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

Treasurer's Report to the Board: Oct 23

**Treasurer's Report
October, 2024**

FY 24-25 September Financial Reports

The Finance Committee reviewed the September Reports and had no concerns.

Line items of interest:

- 3323 Yard Sale revenue total to date is \$11,712, exceeding the projection of \$6,000.
- 5525 Other Fundraising is overspent by \$500.00 due to the Yard Sale expenses.
- 5551 Main Building expense is overspent due to the work to unclog and clear the drain from the lower hall to the street to prevent further flooding.

There is a net operating revenue of \$55,718.74, meaning revenue is exceeding expenditures. Included are the Statement of Financial Position and the Budget to Actual, September 30, 2024.

What you should know as a Board member.

Frequently asked questions from Board members are: "As a Board member, what is my role and responsibility regarding the church finances?" and "What should I know about the financial reports?"

The By-Laws state the following regarding the Board's financial duties:

“V.3 Specific Duties. In fulfilling the mission of the Congregation, the Board shall be responsible for the following duties: solicit financial support for the Congregation; submit an annual budget to members for approval; administer the approved budget.... The Board shall ensure that the accounts and funds administered by the Congregation or any of its agencies are subjected to review at least annually, either by the Finance Committee or as the Board shall otherwise direct.”

The Policy Manual states the following regarding Board responsibilities in preparing and presenting the budget:

2. BUDGET PREPARATION POLICY V.A.2: Each Spring, the Treasurer and the Finance Committee will prepare a proposed budget for the coming fiscal year, soliciting funding requests from the staff, councils, committees, and others as appropriate. PROCEDURE: • This budget proposal is submitted to the Board at or before its April meeting. • The budget, as approved and/or modified by the Board, will be presented to the Congregation for approval at the annual Congregational meeting.

In short, the Board of Trustees is responsible for the overall financial health of the church, delegating monthly reviews to the Treasurer and Finance Committee. The monthly Financial Reports and closing reports are tools for providing oversight. Board members should:

- Have a general understanding of the budget documents and Statement of Financial Position. Be able to answer member’s questions in broad terms and direct questions to others if more detailed information is needed.
- Be engaged in setting budget priorities and presenting the budget to the congregation for approval.
- Review monthly and annual Budget to Actual reports, paying the most attention to Total Revenue, Total Expenditures, and Net Operating Revenue. Request information or question specific budget line items that are overspent if the information is not supplied.
- Appoint members to the Finance Committee. The Finance Committee advises the Board and Treasurer, reviews monthly reports, prepares a draft budget for Board consideration, approves some gifts and donations, approves fundraising activities, and advises on the use of endowment and reserve funds.
- Appoint members to the Stewardship Steering Committee. The SSC works to promote and encourage a culture of stewardship, with the specific tasks of providing oversight for the Pledge Drive and working towards long-term financial health.
- Need explanations and more information? Ask questions of staff, the Treasurer, and the Finance Committee!

Closing of FY 2023 – 2024

An internal review of accounting entries for FY 23-24 is still underway. Considerable progress has been made and the last review and corrections will be made in the next two weeks. The closing process has been lengthy, detailed, and onerous as accurate monthly financial reports were not available to the Treasurer and Finance Committee for

most of FY 23-24. Efforts are being made to ensure the closing reports are as accurate as possible.

When reviewing the End of Year reports, discrepancies in the Social Action Collection account were noticed in the distribution of donations made at the end of the fiscal year. This led to a full internal audit of the Social Action Collection account.

Social Action Collection Fiscal Year 2023-2024 Internal Audit Findings

As part of closing the books for FY 23-24, an internal audit of the Social Action Collection was conducted by Kay Frazier, Treasurer. The audit included an examination of all journal entries of the SAC account. These journal entries were made between July 1, 2023 and June 30, 2024. Sandra Schwartz, the Bookkeeper, will verify these findings. The preliminary findings from the audit are as follows:

- Donations of \$49,889.38 were collected for ten organizations and two UUCville Ministries (Meal Packets and the Food Pantry). Distributions of \$50,088.49 were made, exceeding donations by \$199.11
- Numerous accounting errors in the distribution of funds were identified:
 - Six distributions to organizations were accurate.
 - Overpayments in amounts between \$42.00 - \$345.00 were made to three organizations.
 - An overpayment of over \$2,000 was made to one organization.
 - One organization was underpaid by \$42.00.
 - Most notably, the Food Pantry was underpaid by \$2,687.
- In general, distributions were not made promptly. Eight distributions were made at the end of the fiscal year, dated 6/30/2024. The most egregious mistakes in distribution amounts were made during this time frame.

Steps are being put in place by our new bookkeeper to establish an accounting system to ensure accurate collection of donations, distributions of the donations, and that distributions are made in a timely manner.

Check the Authorization Signing Policy

With the transition in staff nearing completion the check signing policy requires changes for the office to function efficiently. The new policy deletes references to the Director of Administration and clarifies and expands the number of people authorized to sign checks on behalf of the congregation. Policy changes require Board approval.

Current Policy

POLICY V.A.4.b: UUCville check-writing authority will be vested with the Director of Administration and Finance, Office Manager, and the current Board of Trustees President and Vice-President. The Director of Administration and Finance and Office Manager are authorized to sign checks up to a limit of \$3,000 per draft. Checks above \$3,000 will be dual signed by two of the designated signatures, at least one being a

member of the Board of Trustees. Reconciliation of the bank accounts will be done monthly by the Bookkeeper and reviewed by the Treasurer.

Approved: September 2011 Revised: July 2024

Proposed Policy

POLICY V.A.4.b: UUCville check-writing authority will be vested with the Congregation Administrator, Bookkeeper, and the current Board of Trustees President and Vice-President. The Congregation Administrator and Bookkeeper are authorized to sign checks up to a limit of \$3,000 per draft. Checks above \$3,000 require dual signatures by two of the designated signatures, at least one being a member of the Board of Trustees. Reconciliation of the bank accounts will be done monthly by the Congregation Administrator or Bookkeeper and reviewed by the Treasurer.

Proposed Motion

The Board of Trustees adopts the new Check Writing Authority Policy V.A.4.b, effective immediately.

Submitted by: **Kay Frazier**, Treasurer

Lead Minister's Report to the Board: Oct 23

Lead Developmental Minister's Report

October 2024

My apologies for getting this report in late. UUCville remains a very busy community and I'm always about a step behind. I'm so proud and excited about where we are and where I believe we are going.

Here is a far from complete list of some of the many activities and happenings that are taking place.

Worship

I'm very pleased to share that our worship life has grown while maintaining both depth and meaning. Sunday morning services have been well received and well-attended, both in person and online. Thanks to Rev. Leia and Greg Townsend for leading very meaningful services on Oct 6 and Oct 13. I led the service on Oct 13 and focused on the war in Israel and Palestine, and our congregation's response or non-response. The service generated a good deal of discussion and I announced that we are creating a learning circle for those who want to dive deeper into the roots of the conflict. To this point, I have heard from

approximately 15 people who are interested... I'd also like to mention the Vespers service that took place on October 9, which I led with Rev. Leia with musical support from Scott DeVeaux. We had a total of 30 people in attendance (in person and online), which is a very solid number. We will offer another Vespers service on October 30. These services are designed to hold a calm and peaceful space during the tumultuous election season. It remains to be determined if we will continue Vespers after the election.

Membership

The next New Member and Friends class will be held on Saturday, November 16 from 930-130 and invitations will be going out soon. We had a very strong turnout at the October Newcomer Circle. The membership committee is working on recruiting additional greeters and will provide a training some time in the late winter or early spring. Finally, the committee is looking at offering two new Member potlucks this church, one in the winter and one in the spring.

Communications

I'm very pleased to share that the Communications Committee is moving forward with some marketing ideas and we recently welcomed Zoe Gardner to the team. Zoe has some valuable social media experience and is excited to work with us on Instagram marketing, especially to young adults

Young Adults

Speaking of our young adults, we had a monthly young adult gathering on Sunday 10/20 that was attended by six young adults. Food and fun were in plentiful supply!

Staff Transitions

Sean Skally worked his last day as a staff member on Thursday, October 17. Sean worked much of his last week with our new Facilities Manager, Steve Rogers, who started last week. We celebrated Sean's time with us and presented him with gifts, cards, and good wishes. We also welcomed Steve and I introduced him to the congregation on Sunday, October 20. I think Steve is going to bring professionalism and a wealth of experience to UUCville and our building and grounds will be the beneficiary. With both Steve and Sandra Schwartz now on staff, I feel the quality of our financial and building management will improve dramatically.

The Upcoming Election

Rev. Leia and I are talking about the potential impact the upcoming election will have on our local community and our congregation. We are both thinking that the month of November and beyond will be a time of uncertainty, anxiety, and perhaps even fear. We certainly hope we are wrong about our concerns but we both welcome your thoughts about what UUCville needs to consider given the uncertainty ahead.

The Ghaznavi Family

I have been working the the Ghaznavi family both to support them as Haji Mohammad battles Leukemia and writing letters to help family currently living in Dubai obtain a humanitarian visa to come to the United States. I will keep you posted.

Renewed UUCville Christian Fellowship

I am meeting this week with several UUCville members and friends who are interested in reviving (or perhaps I should say resurrecting 😊) a UUCville Christian Fellowship. Looking forward to where these discussions lead.

Respectfully Submitted,

Rev. Tim, Lead Minister

Minister of Faith Development's Report: Oct 23

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

Sunday Programming

As we move towards that later half of October, programming for children and youth is well underway. Our classes for 4-year-olds through 5th grade have met four times in their age-specific groups and have participated in Children's Worship twice. Our 6th & 7th grade "Neighboring Faiths" have had a busy time exploring UUism, indigenous faiths, and talking about how religions change, adapt, and can include cultural celebrations. The class focus for the coming weeks is an introduction to Christianity and preparation for visiting several different Christian places of worship. Our Coming-of-Age class continues exploring topics related to belonging and identity. Sessions so far have included: The Communities I Belong To (Which of my communities of connection influence me most?), The Childhood Self I Belong To (How do I honor the child I once was...and will carry with me?), The Family I Belong To (What are the labels and expectations our families put on us?), The Friends I Belong To (Where is the line between belonging and fitting in?), The Faith I Belong To (What is the gift of faith?) and The Faith Our Elders Belong To (What has been the gift of faith for others?)

Our 11th & 12th grade YRUU senior high youth group started off the year with a picnic at Landis' home. They have explored our monthly ministry themes of "Invitation" (September) and "Deep Listening" (October) as well as worked on their group covenant and explored how to decorate their meeting room. They met at the home of ASP Advisor Neal Walters and practiced construction skills by making birdhouses that they will sell with proceeds benefiting their ASP trip. Both COA and YRUU will attend a corn maze on November 3.

Adult Faith Development

Adult Faith Development classes are still coming together with a wide variety of offerings. Check the Wednesday Soulful Home email and the church website for the latest details and registration information.

Worship

It was great to be able to share a little bit about my sabbatical time during the service on October 6. I look forward to sharing more in the coming weeks and months.

Rev. Tim and I are actively planning for upcoming holiday services including Ancestors' Sunday, our second Vesper's Service on October 30 and Mult-Bread Communion on November 24.

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

Rev. Leia, Minister of Faith Development

Membership Report for Oct 23,

Membership as of ____: ____

Additions:

Drops:

Membership as of ____: ____

Respectfully submitted, **Beth Jaeger-Landis**

UUCville Long-Range Plan Priorities (2024-25)

Preamble

- **Make the Stewardship Steering Committee (SSC) a permanent committee and make needed by-law change at Spring 2025 congregational meeting**
- **Charge the SSC with developing and launching a Planned Giving program**
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Safe and Welcoming Place

- **Appoint a Comprehensive Building and Grounds Plan (CBGP) task force and develop a charge approved by the Board**
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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**
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Submitted by, Pam McIntire, President

Unitarian Universalist Congregation of Charlottesville



Budget vs. Actuals This FY to Sept 30

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Revenue				
3000 Non-Profit Revenue				
3100 Pledged Donations				
3110 Current Year Pledges	169,500.42	460,000.00	-290,499.58	36.85 %
3120 Prior Year Pledges	1,410.00	8,000.00	-6,590.00	17.63 %
3130 Pledge Match	6,577.50	15,270.00	-8,692.50	43.07 %
Total 3100 Pledged Donations	177,487.92	483,270.00	-305,782.08	36.73 %
3200 Non-Pledged Donations				
3210 Current Yr Unpledged Donations	788.00	10,000.00	-9,212.00	7.88 %
3220 Offering / Plate Cash	2,772.22	10,000.00	-7,227.78	27.72 %
Total 3200 Non-Pledged Donations	3,560.22	20,000.00	-16,439.78	17.80 %
Total 3000 Non-Profit Revenue	181,048.14	503,270.00	-322,221.86	35.97 %
3300 Fundraising Income	24.70		24.70	
3310 Ongoing Fundraising				
3314 Grocery Scrip Profit	189.15	1,000.00	-810.85	18.92 %
3331 Hospitality Contributions	44.72	200.00	-155.28	22.36 %
Total 3310 Ongoing Fundraising	233.87	1,200.00	-966.13	19.49 %
3320 Fundraising Events				
3321 Auction - Fall	661.00	6,000.00	-5,339.00	11.02 %
3322 Auction - Spring		5,500.00	-5,500.00	
3323 Yard Sale	11,712.33	6,000.00	5,712.33	195.21 %
Total 3320 Fundraising Events	12,373.33	17,500.00	-5,126.67	70.70 %
3330 Other Fundraising	75.00	2,500.00	-2,425.00	3.00 %
Total 3300 Fundraising Income	12,708.90	21,200.00	-8,491.10	59.94 %
3500 Other Revenue				
3510 Building User Fees	6,027.00	22,000.00	-15,973.00	27.40 %
3520 Bank Interest	17.28	300.00	-282.72	5.76 %
3525 CD Interest	314.47		314.47	
Total 3520 Bank Interest	331.75	300.00	31.75	110.58 %
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	0.00	100.00 %
Total 3500 Other Revenue	21,358.75	63,067.00	-41,708.25	33.87 %
Total Revenue	\$215,113.79	\$587,537.00	\$ -372,423.21	36.61 %
GROSS PROFIT	\$215,113.79	\$587,537.00	\$ -372,423.21	36.61 %
Expenditures				

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
4000 Payroll and Staff Expenses				
4200 Payroll - Wages	74,026.45	254,638.65	-180,612.20	29.07 %
4210 Payroll - Payment In Lieu of FICA	2,180.88	7,219.99	-5,039.11	30.21 %
4220 Payroll - Housing Non Taxable	14,488.00	47,086.72	-32,598.72	30.77 %
4300 Payroll - Benefits				
4310 Health Insurance	16,997.24	49,949.81	-32,952.57	34.03 %
4320 Dental Insurance	784.00	2,784.00	-2,000.00	28.16 %
4330 Life Insurance	726.91	2,523.38	-1,796.47	28.81 %
4340 Long Term Disability	869.17	3,905.24	-3,036.07	22.26 %
4350 Pension	6,886.94	30,040.20	-23,153.26	22.93 %
Total 4300 Payroll - Benefits	26,264.26	89,202.63	-62,938.37	29.44 %
4400 Payroll Taxes	4,083.29	15,760.05	-11,676.76	25.91 %
4500 Professional Expenses				
4501 Lead Minister Prof Expenses	1,027.09	4,000.00	-2,972.91	25.68 %
4502 Minister of Faith Development Prof Expenses	1,490.00	5,000.00	-3,510.00	29.80 %
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	2,517.09	11,250.00	-8,732.91	22.37 %
4600 Media Production and Management 1099	1,393.00	7,725.00	-6,332.00	18.03 %
4601 Bookkeeping Contractor	2,362.50		2,362.50	
4700 Workers' Compensation Insurnace		1,600.00	-1,600.00	
4800 Payroll Processing Fees	1,626.80	5,000.00	-3,373.20	32.54 %
4900 Sabbatical Reserve Fund		500.00	-500.00	
Total 4000 Payroll and Staff Expenses	128,942.27	439,983.04	-311,040.77	29.31 %
5000 Office/General Administrative Expenditures				
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	824.55	6,000.00	-5,175.45	13.74 %
5202 Young Adult Ministry	47.37	500.00	-452.63	9.47 %
5210 Women's Spirit		100.00	-100.00	
5601 Cheetham Fund Expense (RE)		826.00	-826.00	
Total 5200 Faith Development	871.92	7,426.00	-6,554.08	11.74 %
5300 Beloved Community - Internal				
5302 Membership & Mem Tracking	35.09	500.00	-464.91	7.02 %
5303 Volunteer Relations		75.00	-75.00	
5304 Childcare	661.75	4,000.00	-3,338.25	16.54 %
Total 5300 Beloved Community - Internal	696.84	4,575.00	-3,878.16	15.23 %
5400 Faith Witness - External				
5404 UUA Annual Program Fund		5,000.00	-5,000.00	
5408 Justice Ministries	300.28	250.00	50.28	120.11 %
5411 Ministry for Earth		500.00	-500.00	
Total 5400 Faith Witness - External	300.28	5,750.00	-5,449.72	5.22 %

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
5500 Congregational Administration				
5500-00 Safety and Security	378.25	500.00	-121.75	75.65 %
5502 Communications	180.00	1,600.00	-1,420.00	11.25 %
5505 Hospitality	407.28	2,000.00	-1,592.72	20.36 %
5513 Office Expense and Supplies	81.97		81.97	
5510 Cleaning Service	6,600.00	23,000.00	-16,400.00	28.70 %
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	389.10	6,000.00	-5,610.90	6.49 %
5513-01 Office Supplies	1,201.67	2,000.00	-798.33	60.08 %
5515 Computer Maintenance	875.61	3,000.00	-2,124.39	29.19 %
5517 Photocopies and Printing	658.53	1,500.00	-841.47	43.90 %
5521 Postage	250.75	700.00	-449.25	35.82 %
Total 5513 Office Expense and Supplies	10,373.67	39,200.00	-28,826.33	26.46 %
5518 Financial Services Charges	3.39	4,000.00	-3,996.61	0.08 %
5518-02 BreezeCHMS Fees	676.99		676.99	
5518-03 Venmo Fees	172.87		172.87	
5519 Credit Card Fees		600.00	-600.00	
5519-00 Bank Fees		250.00	-250.00	
Total 5518 Financial Services Charges	853.25	4,850.00	-3,996.75	17.59 %
5523 Fund Raising Expense				
5522 Pledge Program Expense		300.00	-300.00	
5525 Other Fundraising Expense	806.23	300.00	506.23	268.74 %
Total 5523 Fund Raising Expense	806.23	600.00	206.23	134.37 %
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	174.00	500.00	-326.00	34.80 %
5530 Contingency		2,000.00	-2,000.00	
5550 Buildings and Grounds				
5551 Main Building Maintenance Expenses	2,007.97	1,650.00	357.97	121.70 %
5552 Buildings Contractual Maintenance	833.00	8,400.00	-7,567.00	9.92 %
Total 5551 Main Building Maintenance Expenses	2,840.97	10,050.00	-7,209.03	28.27 %
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	8,535.18	26,459.00	-17,923.82	32.26 %
5580 Utilities	632.59		632.59	
5581 Telephone & Internet	1,132.07	3,600.00	-2,467.93	31.45 %
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	369.00		369.00	

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Total 5580 Utilities	5,278.45	19,250.00	-13,971.55	27.42 %
Total 5500 Congregational Administration	27,059.31	113,059.00	-85,999.69	23.93 %
5900 Debt Service				
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	29,908.35	149,001.00	-119,092.65	20.07 %
Uncategorized Expenditure	544.43		544.43	
Total Expenditures	\$159,395.05	\$588,984.04	\$ -429,588.99	27.06 %
NET OPERATING REVENUE	\$55,718.74	\$ -1,447.04	\$57,165.78	-3,850.53 %
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	\$208,242.60	\$ -1,447.04	\$209,689.64	-14,390.94 %

Unitarian Universalist Congregation of Charlottesville

Statement of Financial Position

As of September 30, 2024

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
1010 UVA CCU Checking (80)	170,873.10
1020 UVA CCU Savings (00)	55,455.68
1025 CD 9 Months at 5%	25,728.92
1090 PayPal Bank	0.00
Total Bank Accounts	\$252,057.70
Other Current Assets	
1101 UU Common Endowment Fund	721,824.92
1200 Member Bonds	
1201 Bonds Held by Restricted Funds	
1201-01 Cheetham Bonds Principal (RE)	16,213.87
1201-02 Bristol Bonds Principal	65,225.22
1201-03 Abrahamse Bonds Principal	15,641.86
Total 1201 Bonds Held by Restricted Funds	97,080.95
1202 CEF Bonds Principal	12,919.05
Total 1200 Member Bonds	110,000.00
Uncategorized Asset	0.00
Undeposited Funds	0.00
Total Other Current Assets	\$831,824.92
Total Current Assets	\$1,083,882.62
Fixed Assets	
1520 Church Building	830,528.82
1525 Church Addition	572,114.00
1530 Church Land	55,000.00
1560 Summit House Building	475,148.00
1570 Summit House Land	150,000.00
Total Fixed Assets	\$2,082,790.82
TOTAL ASSETS	\$3,166,673.44
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Credit Cards	
WFCC Caroline's x2724 / x7330	27.95
WFCC Leia's x0770 / x0895	2,426.11
WFCC Sean's x6444 /x2064	4,458.80
WFCC Tim's x2440 / x5872	1,114.62
Total Credit Cards	\$8,027.48

	TOTAL
Other Current Liabilities	
2060 Health Premium WH	223.35
2070 Dental Premium WH	-394.34
2080 Pension Contrib WH	1,691.66
2100 Other Liabilities Total	
2110 Capital Reserve Fund	983.49
2112 Food Pantry	6,161.26
2114 Music Programs	414.21
2116 Labyrinth Project	666.20
2119 AFD - Adult Faith Development	5,779.42
2120 Public Radio Fund	-50.00
2122 Children's Service Offering	692.51
2123 Coming of Age (ASP)	163.52
2127 Cluster Conference/RJ Funds	152.73
2131 Building and Grounds Reserve	4,755.71
2132 Endowment Holding For Transfer	5,461.71
2134 Minister's Discretionary Fund	8,343.55
2135 Sabbatical Fund	1,952.63
2137 Future Year Pledges	7,966.30
2138 Future Year Pledge Matches	0.00
2139 IHS Meal Packets	6,444.74
2141 Remembrance Garden	11,941.57
2143 Operating Reserve	24,258.54
2147 Green Building Improvements	898.66
2150 Refugee Welcome Collection	2,241.01
2161 Word Of Thanks Books	75.00
2170 Insurance Claims	0.00
2175 Commonwealth Glass Payments	8,999.16
Total 2100 Other Liabilities Total	98,301.92
2300 Special Collections	
2310 Social Action Collections (SAC)	4,581.93
Total 2300 Special Collections	4,581.93
2400 Reserve Projects	
2401 Buildings and Grounds Projects	
2401-2024-00 Summit House Porch Project	1,399.46
2401-2024-03 Fire Panel Replacement Project	1,506.19
Total 2401 Buildings and Grounds Projects	2,905.65
Total 2400 Reserve Projects	2,905.65
Total Other Current Liabilities	\$107,310.17
Total Current Liabilities	\$115,337.65
Long-Term Liabilities	
2230 Other Long Term Liabilities	
2231 Summit House Bonds	110,000.00
2232 No Interest Member Loan	34,000.00
Total 2230 Other Long Term Liabilities	144,000.00
Total Long-Term Liabilities	\$144,000.00
Total Liabilities	\$259,337.65

	TOTAL
Equity	
Opening Balance Equity	0.00
Prior Period Adjustment	2,628,387.14
Reconciliation Adjustments	102,957.17
Retained Earnings	-28,304.53
Net Revenue	204,296.01
Total Equity	\$2,907,335.79
TOTAL LIABILITIES AND EQUITY	\$3,166,673.44

Unitarian Universalist Congregation of Charlottesville

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Total Credit Cards	\$8,027.48

UUCville Long-Range Plan Priorities (2024-25)

Preamble

- Make the Stewardship Steering Committee (SSC) a permanent committee and make needed by-law change at Spring 2025 congregational meeting
- Charge the SSC with developing and launching a Planned Giving program
- Reconstitute the Committee on Ministries. The Board will develop a charge that makes clear the COM's role vis-à-vis the long-range plan and then appoint the committee in consultation with the lead minister.
- 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 Building and Grounds Plan (CBGP) 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 re-energizing the 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

All three of priorities identified in this section of the long-range plan (Racial Justice, LGBTQ+ Justice, and Reproductive Rights and Justice) are of the utmost importance, especially in the current political climate. To that end, we will

- 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 priorities, focus educational, worship, and other efforts around those themes so that we are better prepared to be a good partner and ally
- Establish at least 1 new community partnerships during the 2024-25 church year that enables UUCville to be proximate and in solidarity with marginalized communities and individuals
- 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 that negatively impact BIPOC communities, LGBTQIA+ and gender fluid persons, and the reproductive rights and health of women. Work with the EJP for the Planet leaders to offer trainings about engaging in 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.

A Proposal to the UU Congregation Board by the Ministry for Earth to Purchase Renewable Energy Credits

The Unitarian Universalist Congregation of Charlottesville is committed to Climate Justice. We have met standards to be certified as a UUA Green Sanctuary, we recycle, compost, offer online worship which reduces energy usage, and we grow vegetables and plants on our property, many of which are beneficial to pollinators. We've offered seed sharing, vegan potlucks, and education for members to help them reduce their individual and family's carbon footprint. In 2012, we installed solar panels, which now provide roughly 14% of our electricity usage. To continue our commitment to Climate Justice, the UUCville Ministry for Earth proposes that we compensate for the electricity we consume from Dominion by purchasing Renewable Energy Credits, or RECs for short.

Objective and Proposed Approach

In keeping with our commitment to Climate Justice, UUCville seeks to reduce the environmental impact of the non-renewable sources currently providing electricity for the church campus. Although solar panels are currently installed on the sanctuary's roof, these account for just 14% of our energy usage. In the previous year, we consumed 71 megawatt-hours from Dominion Energy. Installing more solar panels isn't possible as our slate roof cannot accommodate them. In addition, there are no other direct renewable energy sources available at the moment.

The Ministry for Earth is recommending that the congregation purchase Renewable Energy Certificates, commonly referred to as RECs, to compensate for the environmental impact of non-renewable energy consumption. The purpose of this memo is to encourage the board to decide to purchase RECs in order to achieve its goal of environmental impact reduction.

We propose the purchase of 71 megawatt-hours worth of Tribal Renewable Energy Fund RECs at a cost of \$355 / year from the Bonneville Environmental

Foundation. As our energy consumption drops through conservation efforts we will reduce our purchases.

We make this proposal for the following reasons:

1. The UUA statement of conscience regarding climate change states that congregational action includes: “Us[ing] congregational financial resources to positively address the global warming/climate change crisis”¹ and purchasing Renewable Energy Credits represent a valid way to offset our carbon footprint,
2. The Bonneville Environmental Foundation² is a legitimate seller of RECs,
3. The cost of BEF RECs is relatively low, and
4. BEF supports tribal renewable energy production. While this wouldn’t directly benefit the Monacan people, it is consistent with our acknowledgement of the Monacan people and our belief that there is restitution owed to native people by us, the occupiers.

Justification of our reasoning :

1. A. The UUA statement of conscience is derived from our seven principles and includes care for the environment
B. RECs are recognized by the state of Virginia as a mechanism for complying with the Virginia Clean Economy act. In addition, they are a component of the EPA Energy Star program. They are recognized as valid by the U.S. Dept. of Energy, the Department of Defense, the Federal Trade Commission and the U.S. Green Building Council’s LEED (Leadership in Energy and Environmental Design) program, among others.
2. A. Bonneville Environmental Fund (BEF) received a 97% rating from Charity Navigator
B. BEF sells Green-e certified RECs.
C. BEF provides consulting and funding to projects on Native American tribal land including the Quinault Indian Nation, the Blackfoot Nation, the Coeur D’Alene Tribe, and the Yakama Nation.

¹ <https://www.uua.org/action/statements/threat-global-warmingclimate-change> ² <https://www.b-e-f.org/who-we-are/>

3. A. BEF Tribal Renewable Energy Fund (TREF) costs \$5/mWH, \$3.50 of that for REC purchase, \$1.50 for TREF.

B. The cost of Green Power (a green-e certified program) from Dominion is \$12/mWH. Dominion’s “REC Select”(not Green-e certified) is \$2 mWH.

4. A. The BEF provides the Tribal Energy Fund the purpose of which is: “Building community, resilience, and energy independence on indigenous lands...Tribal renewable energy programs provide much needed energy independence, resilience,

and reduced energy costs to tribal nations while also supporting hands-on workforce development and local STEM education.”

B. UU Cville often offers tribute to the Monacan Nation for their stewardship of their historical lands

Some added insight: What are RECs?

It is important to note that when energy is created, it is put on a grid. So the energy we use in the church, Summit House, and even our homes cannot be traced to a single source. Our supplier, Dominion Energy, generates its own power, but may also purchase energy from external sources. Once the energy is on the grid, there's no way to trace it back to its source. RECs are created to acknowledge the creation of *renewable* energy. Once an REC is created, it, like a certificate, can be sold even if the buyer isn't the actual consumer of that energy. An REC conveys legal rights to the *environmental attributes* of one megawatt hour (1 MWh) of electricity from a renewable source. It does not convey the rights to the use of that one-megawatt hour (1MWh) of electricity. The use rights are transferred to an end user in a separate transaction.

What is the content of a REC?

The language in RECs may vary, but all will contain two essential elements. First, it documents the provider's identity, the renewable electricity source, and the amount of electricity delivered to the grid. Second, it documents the purchaser's identity, the amount of electricity involved measured in units of megawatts.

What will UUCville receive with its purchase of RECs?

As stated above, the purchaser does not receive rights to actual electricity by purchasing the RECs. However, it does receive the contractual rights to certain environmental attributes of the energy identified in the REC.

Such attributes may include the following: the renewable energy source (e.g. wind, solar, etc.), the geographic location of the source facility, the reduction of emissions and/or local pollution associated with the generation of renewable power, the facility's contributions to workforce development as well as many other environmental, and economic and social benefits. Legally, the purchaser can promote its ownership of such attributes. Neither federal nor state law prescribes the manner in which this promotion can occur.

What does the source provider receive?

The provider of renewable energy receives payment for the electricity delivered to the grid. As additional compensation for the benefits associated with the renewable energy produced, the provider also receives the money from the sale of the RECs. The

additional compensation is expected to encourage providers to produce more electricity from renewable sources.

How does the purchase of RECs benefit the environment?

The extent to which environmental benefit is achieved ultimately depends on the program's success in encouraging additional renewable energy sources, thereby lessening greenhouse gasses. But the idea of RECs is to give extra compensation to renewable energy producers, allowing them to continue to invest in more renewable energy. It is also an incentive for companies that are investing in energy production to create solar and wind in order to benefit from the additional income.

What are some concerns about RECs?

The intangible nature of what is being purchased in RECs is a source of much of the skepticism from critics of RECs. As mentioned above, the purchase of unbundled RECS does not involve the purchase of any electricity, either from renewable or non-renewable sources. Critics argue that RECs do not alter the current negative environmental impacts from the REC purchaser's dependency on electricity from fossil fuel based sources. However, the argument fails to take into account the environmental benefits derived at the production source for which the REC purchaser is paying.

That said, many government and non-governmental entities have accepted RECs as part of their response to climate change. RECs with the Green-e certification are recognized by the Environmental Protection Agency as part of their Energy

Star program. In addition, the Department of Energy, the Department of Defense, the Federal Trade Commission, and the State of Virginia have all evaluated and recognized the effectiveness of Renewable Energy Credits.

Where will the money come from?

For the remainder of this fiscal year, we have a member (Keith McGlammer) who has offered to pay the \$355 to get us started. For the 2025-2026 fiscal year and thereafter, the Ministry for Earth will include this payment as part of our annual budget request.

References: Section 1.

UUA statement of conscience regarding climate change is here:
<https://www.uua.org/action/statements/threat-global-warmingclimate-change>

A description of the Renewable Energy Credit concept is here:
(https://energyefficiency.ornl.gov/wp-content/uploads/2022/08/Better-Plants-Renewable-Energy-Certificates-Overview_Aug-2022.pdf And here:
<https://www.energysage.com/other-clean-options/renewable-energy-credits-recs/>)

The role of RECs in the Virginia Clean Economy Act can be found here:
<https://law.lis.virginia.gov/vacode/title56/chapter23/section56-585.5/>

This article enumerates the U.S. departments, agencies and commission recognizing RECs
<https://resource-solutions.org/wp-content/uploads/2015/07/The-Legal-Basis-for-RECs.pdf>

Section 2.

This is the URL for the charity navigator evaluation of BEF:
<https://www.charitynavigator.org/ein/931248274>

These URLs describe the Green-e certification: <https://www.green-e.org/faq> and
https://www.energystar.gov/sites/default/files/2024-03/NextGen_Final_Criteria_508.pdf

Here are several URL's describing the activities of the Tribal Energy Fund:

Quinault Indian Nation Projects

(<https://www.b-e-f.org/case-studies/quinault-indian-nation-engages-ngos-to-create-local-energy-model/>),

Edison Article on Blackfeet and RE in underserved communities

(<https://www.edisonenergy.com/blog/with-a-focus-on-high-impact-renewables-projects-this-nonprofit-is-enabling-energy-access-to-underserved-communities/>),

Blackfeet Nation develops solar project benefiting low-income tribal residents

(<https://www.b-e-f.org/case-studies/blackfeet-nation-develops-solar-project-benefiting-low-income-tribal-residents/>),

Coeur d'Alene Tribal Renewable Energy Project -

(<https://www.energy.gov/indianenergy/coeur-dalene-tribe-2022-project>)

Section 3.

Pricing for various Dominion plans:

<https://www.dominionenergy.com/virginia/renewable-energy-programs/renewable-energy-101>

Here is a EPA article on REC pricing: <https://www.epa.gov/green-power-markets/green-power-pricing>

Content on Communications in the current May 2022 Policy Manual
IV. COMMUNICATIONS

A. ALL-CHURCH COMMUNICATIONS

1. ALL CHURCH COMMUNICATIONS

POLICY IV.A.1.: All-Church communications including emails, with the exception of those associated with congregational meetings and the Weekly Updates, must be reviewed and approved by the Board Executive Committee or the minister(s) or other staff members.

PROCEDURE:

- A minimum of one week shall be given for the approval process.

2. CHURCH SURVEYS

Approved: 4/2009

POLICY IV.A.2.: All church-wide surveys within UUCville shall be approved by the Board and all electronic surveys shall be implemented and managed by the Board appointed survey committee.

Approved 6/ 2002

PROCEDURE:

- Request for approval of a church-wide survey should include purpose of survey and date results are needed.
- Following approval, a minimum of two months is required between submitting text for an approved electronic survey and receiving survey results.

3. BULLETIN BOARDS

POLICY IV.B.3

Approved: 9/2008

PROCEDURE:

- The community events board is open for general posting of events, notices, and services of interest to the congregation and in keeping with UU principles. All items must have a date included or written in. The board will be periodically cleared to make room for additional postings.
- Flyers and other documents shall not be posted on the pillars, doors, or walls of the church.

B. INFORMATION TECHNOLOGY

1. GENERAL REQUIREMENTS

POLICY IV.C.1: All UUCville computers, printers, application and operating system software, data communication products and networking products shall be acquired, installed, managed, and disposed by the DAF.

Security of Online Access to Data

- Permission to access and use any UUCville system resource shall be controlled by unique identification and authentication.
- Access and use of any UUCville system resource shall be suitable for the user's role.

Access to data resources shall be granted explicitly based upon a user's role and their need to view, add, change or delete data.

- Users shall comply with standards for creating and updating passwords and other authentication mechanisms as recommended by the DAF.

User Account Management

- Accounts shall be used by only one unique user.
- Users shall control and are responsible for the activity of their accounts.
- Users shall not access the account of another user without permission or authorization given in accordance with procedures as recommended by the DAF.

Malicious Software Prevention, Detection and Correction

- All UUCville computers, application and operating system software, data communication products and networking products vulnerable to “malware” (i.e., viruses, worms, etc.) shall employ protection measures.
- UUCville computers shall be configured in accordance with security standards for the operating system and “malware” protection measures in use.

Disaster Recovery Plans and Data Backups

- Users are responsible for their data backup and recovery in compliance with standards and procedures as recommended by the DAF.
- The Director of Administration and Finance is responsible for shared data backup and recovery

Approved: 11/2011