

**Unitarian Universalist Congregation of Charlottesville**  
**BOARD OF TRUSTEES Board Minutes**  
**December 11, 2024**

*Meeting hosted on Zoom at 6:30pm.*

**In attendance** – Rev Tim Temerson, Pam McIntire, Achsah Carrier, Beverly Ryan, Kay Frazier, Tammy Wilt, John Griffith, Rev Leia Durland-Jones, Renee Brett, Chris Little

**Absent** – N/A

**Guests** – Linda Dukes, Dave Judd, Frank Dukes, John Alexander and Diane Ober

**I. Opening - (20 mins)**

- Opening and Closing Words: Renee Brett
- Reporter: Achsah Carrier
- Time Keeper: Tammy Wilt
- Process Observer: John Griffith

**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](mailto: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 - Dave Judd discussed the Environmental for the Renewable Energy credits. The cost was covered by a donor.
4. Acceptance of Agenda

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

5. Written Correspondence - Mosaic Information attached to bottom of agenda

**II. Electronic Motions (1 minute)**

1. Approval of the October minutes - Pam moved to accept and everyone approved

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

**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** - (Written) - Rev. Tim
5. **Minister of Faith Development's Report** (Written) - Rev. Leia Durland-Jones
6. **Membership Report** (Written) - Rev Tim Temerson  
Membership stands at: 319
7. **Board Liaison Reports**
  - Nom Committee: (Oral) John Griffith
  - Personnel Committee (in VP report) - Beverly Ryan
  - Communications Committee (Oral) - Achsah Carrier
  - Building Committee (Oral)

#### **IV. Business (40 min)**

- Report from the Mosaic Fall Conference- Notes at the end of the packet (20 min)  
Interested in training **Facilitation for Transformation For Anti-Racism/Anti-Oppression/Multicultural Curricula and Small Groups**
- <https://www.uua.org/leaderlab/training-role/facilitator-trainings/facilitation-transformation>
- Job Description of Ministry Committee: Notes at the end of the packet (5min) Job description approved
- Long Range Plan Updates (15 min)

**V. Review Agenda Items for Next Meeting** (5 min) Re-approve Minister's Housing allowance/Pledge Drive/Volunteer Coordinator Job Description/Report from Mosaic Group/Review Budget Vision and Assumptions

#### **VI. Closing Activities** (5 min)

1. Process Review –
2. Things to do / communicate - Approve/edit minutes via email

### 3. Closing Words

#### **Dates to remember**

Next UU Charlottesville Executive Board Meeting: Jan. 9, 2025

Next UU Charlottesville Board Meeting: Jan 22, 2025

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#### **Reports to the Board**

##### **President's Report to the Board: December 2024**

In these last weeks, I have been especially grateful to be part of the UUCville community where, although we sometimes feel afraid, angry and even outraged, our actions are fueled by love and kindness. I appreciate that we strive to listen to each other with respect, seeking understanding as we move forward to make a difference. As the UU hymn says, "We are a gentle angry people."

Our Long Range Plan is gaining momentum. I have listed some of the highlights below, but there are so many important activities that support our plan, that it would take too much space to list. We certainly have a vibrant and active congregation.

Rev Tim has developed a charge for the Committee on Ministry (COM) for the board to review this month. The proposal is that the COM will work closely with the Lead Minister in supporting and monitoring implementation of the Long Range Plan. The COM will assist relevant staff and lay leaders in developing strategies for accomplishing the goals and priorities of the plan and in building the required infrastructure (teams & task forces, leaders, volunteers, financial resources, and publicity). To fulfill this charge, the COM is strongly encouraged to create portfolios for individual COM members that align with the priorities in the long-range plan.

Diane Ober, John Alexander, Frank Dukes and Linda Dukes attended the Mosaic Fall Conference 2024 for congregation teams dedicated to building multicultural communities. Greg Townsend and Rev Tim joined them in discussions and planning for UUCville to engage in this important work to become a more anti-racist, anti-oppressive and multicultural community. This team will come to the December Board meeting to talk over their ideas and recommendations.

Our Adult Faith Development Classes continue to support our mission (<https://uucharlottesville.org/adult-faith-development/>). Rev Tim is offering a popular UUCville Israel-Palestine Learning Circle to increase our understanding of Middle East conflicts.

Our Ministry for Earth team is active in advocacy, education, building improvements, and love in action work days in the community (<https://uucharlottesville.org/environment/>).

When I look through our website and read the weekly emails, I am amazed at all that is happening at UUCville. We are supporting each other and our larger community in a multitude of ways from Sunday service, Vespers, Faith Development Programing, Holiday activities (<https://uucharlottesville.org/celebrate-the-holidays-at-uucville/>), PACEM, and our food bank, to the individual support and caring we give each other with the coffee hour, pastoral care, and conversation. It is heartening to be a part of this loving community.

Submitted by, **Pam McIntire**, President

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#### **Vice President's Report to the Board: December 2024**

Vice President's Report to the Board  
December 2024

**Personnel:** Personnel Committee has been busy with reviewing the UUA recommendations regarding staff salaries, and continuing to align staff pay and benefits to our values of fair and equitable pay by emphasizing gender equity, providing a living wage, and moving towards fulfilling the recommendations of the Personnel Committee and the UUA.

On Dec 4<sup>th</sup> a meeting with representatives from Personnel Committee and Finance Committee, Rev Tim , Rev Leia, and Kay Frazier was held to discuss the budget process.

As VP, I will be contacting committee chairs regarding budgetary requests, and checking in with staff about professional expenses expected during the next fiscal year. This information will be relayed to the finance committee in January.

The Personnel Policy Manual has been updated regarding health insurance coverage, and hiring procedures, including Background checks.

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

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#### **Treasurer's Report to the Board: November/December 2024**

## **Treasurer's Report December, 2024**

### **FY 24-25 October Financial Reports**

The Finance Committee reviewed the October Financial Reports and had no concerns.

There is a net operating revenue of \$48,442, meaning revenue exceeds expenditures. The Statement of Financial Position and the Budget to Actual for the period through October 31, 2024, are included in the Board packet. To view the Financial Dashboard, click <https://uucharlottesville.org/financial-information/>

### **Ministry for Earth - Renewable Energy Credits**

The Finance Committee voted to accept the \$355 restricted gift, to be used to purchase the Renewable Energy Credits, with the proviso that no obligation is incurred to purchase additional credits in subsequent years. The amount of \$355 for the purchase of additional credits will be considered for the budget for the next and following fiscal years as part of the budget process.

The Gift Policy allows the Finance Committee to accept restricted donations up to \$500.00 and does not require Board approval. No action is needed by the Board and the Ministry for Earth has been notified that the donation is accepted.

### **Glen Short Trust Committee Report**

Now that the lawsuit against Commonwealth Glass and Mirror is resolved monthly payments are being received for the settlement. The Glen Short Trust Committee has proceeded with the work to paint the Edgewood Lane foyer, stairwell, and hall on the 2<sup>nd</sup> floor. In addition, the Edgewood Lane doors will be replaced. Included in the packet is a November report from the Glen Short Trust Committee and a listing of all projects completed to date with the costs. Thank you to the Glen Short Trust Committee for their dedication and work in fulfilling the wishes of Glen Short and their attention to every detail of the projects.

### **Budget FY 25-26**

The FY 25-26 Budget Calendar is included in the Board Packet. The Finance Committee reviewed the calendar and made no changes.

Submitted by: **Kay Frazier**, Treasurer

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**Lead Minister's Report to the Board:** November/December 2024

## **Developmental Lead Minister Report**

**December 2024**

I'm very glad to be back with all of you after a restful Thanksgiving holiday. I got a chance to see my granddaughter and the whole family. I did come back with a cough and cold that I'm almost over but if I look a little low energy, please know I'm still in recovery mode.

Since we have not had a board meeting in almost six weeks, let me revisit some key moments/events during that time. Unfortunately, I must begin with the results of the election, which I think left most in our congregation feeling disappointed, anxious, and afraid, me included. I will say that while many of us are worried, as Unitarian Universalists we have so much to offer and so much to do. We are already seeing increased attendance on Sunday mornings and I expect that to continue. I think I've mentioned before that many UU congregations saw a "Trump Bump" after the 2016 election and all indications are that a similar bump is already underway. I certainly want to do all that we can to respond to the need we are seeing, a need for community, for comfort, for resilience, and for love.

I also want to comment about the implications a second Trump administration have for the mission and long-range plan. I think some or all of you received a communication from a member right after the election about the need to re-think the long-range plan in order to focus our attention on the specific threats posed by Trump II. My own feelings are that implementing the plan is the best way we can resist the most harmful aspects of a second Trump administration and that we will be most effective if we follow through on our goals. Think about it. We are about putting love into action. Trump is about putting fear and hate into action. We are about being in solidarity with those who are marginalized. Trump is about scapegoating and harming those communities. What I believe these troubled times demand of us is to live Unitarian Universalism with courage, with compassion, and with resilience. While we often think of UU as being "easier" and "kinder" than

religions that demand conformity, if we take our values and principles seriously, UU is a strong and demanding faith. What it demands is the courage to act, to welcome and love unconditionally, and to be a friend and ally even when doing so makes us uncomfortable or even puts us at risk. There's nothing easy about being a UU congregation that is determined to put love into action in very unloving times. But I know UUCville can and will be that congregation!

In addition to witnessing increased attendance, we have welcomed nine new members, and our newcomer circles are being very well-attended. We have also donated meeting space to a second LGBTQ+ group, this one for children and families. I have had potential partnership conversations with both the Blue Ridge Abortion Fund and City of Promise. I am especially excited about the prospects of working with City of Promise on what they are calling a "Nurturing Neighborhood Extended Family program." This would be a new program they will pilot with us and one other congregation. Although planning is still underway, I'm hoping the program will launch in Feb/March of 2025.... The Israel/Palestine Learning Circle has begun. We had 18 people at the first gathering on zoom and are planning to meet monthly with one session online and one in person.

Looking Forward to Seeing you All at the Meeting

**Rev. Tim**, Lead Minister

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**Minister of Faith Development's Report:** November/December 2024

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

**Sunday Programming**

It continues to be a robust and dynamic fall semester in our children, youth, and adult religious education/faith development programs. Our children and youth teaching teams are staffed with wonderful volunteers, although some teams continue to feel stretched.

They have said they would be grateful for additional team members. I have shifted volunteers to different teaching groups to help teams feel better supported but we could still use additional volunteers for our Neighboring Faiths team (6<sup>th</sup> & 7<sup>th</sup> grades.)

In addition to attending their RE classes and Children's Worship, our 4 year-olds through 5<sup>th</sup> graders made meal packets twice this fall (96 packets each time!) to donate to the UVA Medical Center. The children understand the importance of this effort and are hard workers. They each write a personal card that goes in each meal packet and they assemble the packets with care. Many thanks to Terry Epp and his family for coordinating this initiative.

I met with the Coming of Age advising and support team last night. Their dedication to our youth is inspiring. For both COA and YRUU, it is time to start serious planning for this summer's service trip to Appalachia Beth Jaeger-Landis and Hayley Owens are working with me on the details of this important service trip.

Sunday Second Hour continues to be an important piece of Sunday mornings and was the subject of Joys and Sorrows in Children's Worship last week (multiple joys at being able to stay and play together, sorrows at not being able to stay and play with church friends!) Our intention to have Sunday Second Hour help build friendships is succeeding!

### **The RE Committee**

The Children and Youth RE Committee meets with me monthly to plan and support our children/youth programming as well as the special events (like our all church holiday party, the Solstice Lantern Walk, and February's PJ and Pancakes, and more) sponsored by RE. They are a delightful and responsive group including Camille Thompson, Cathy Sanders, Kerry Dobransky, Janine Jakim, Liberty Powers, Hilary Moorman, Katharine Maus, Heather Garrett, Katie Dawson and Terry Epp.

### **Holiday Programs and Special Events**

There is a lot going on in the next few weeks as we celebrate the holiday season together. I hope to see you at the All Church Holiday Party this Saturday December 14 from 1:30-4:30 and The Giving Tree Service on Sunday December 15. We'll celebrate Solstice during worship on December 22 which is also a food sharing Sunday. The afternoon of 22<sup>nd</sup> is our Solstice Lantern Walk at Pen Park from 4:30-6PM. We will have two services on Christmas Eve—our 4:30 Interactive Nativity and our 7PM Candlelight Service with potluck cookie receptions following both. Rev. Susan Karlson is leading worship on Sunday December 29. Our annual New Year's Eve labyrinth walk will be held on Tuesday December 31 from 12:30-3PM on our outdoor labyrinth. All ages are welcome!

### **Adult Faith Development**

Our Adult Faith Development Program this semester included the online Spirituality Book, Lobbying 101, Tai Chi and Advanced Tai Chi, Kundalini Yoga, Parent Support Group (UUps), and the Israel-Palestine Learning Circle. AFD classes that will meet in



January include Yogic Medicine: an introduction to Ayurveda and the Dementia Support Group. I am working on prospective classes for the winter/spring semester.

### **Worship**

It has been a busy time with extra multigenerational services due to our hosting of PACEM and the seasonal holidays. We also offered two Vespers services prior to the presidential election and then a Service of Lament and Love following the election. There have also been several Children's Worship services. It has been lovely to have the opportunity to come together in community and welcome visitors and newcomers to join us.

### **Pastoral and Rites of Passage**

There has been an increase in pastoral needs and support this fall due to health-related issues, election-related stress and other life events for members of our congregation. Rev. Tim has officiated at multiple memorial services and there have been extra requests for weddings from people outside of the congregation that Rev. Tim and I have been grateful to have Rev. Susan officiate. I am officiating at a wedding later this month for a couple who feel the need to legally protect themselves before the end of the year due to the incoming administration.

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

**Rev. Leia**, Minister of Faith Development

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### **Membership Report for December 12, 2024**

Membership as of \_\_\_\_: \_\_\_\_

Additions:

Drops:

Membership as of **12/12/2024** : **319**

Respectfully submitted, Rev Tim Temerson

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## **Report from Mosaic Fall Conference 2024: Fostering Belonging and Liberation**

**John Alexander, Diane Ober, Linda Dukes, Frank Dukes**

"Mosaic is a hub of connection, resources, and support for Unitarian Universalists dismantling racism and oppression. This multigenerational National Fall Conference is a dynamic, multi-platform gathering for congregational teams and individuals engaged in

the work of building multicultural communities. Running from October 17-20th this event will bring together congregational leaders dedicated to building multicultural communities with *love at their center*.

Over two and a half days, participants will share in collaborative conversations, cutting-edge workshops, and gain invaluable insights from community leaders within Unitarian Universalism and beyond. Participants will depart from the convening with renewed hearts and spirits, with new Mosaic tools in hand, ready to support and inspire others to foster belonging and liberation.” (from <https://www.uua.org/leaderlab/events/mosaic-conference>)

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.*

The 2024-2027 long-range plan for UU Cville is titled “Love into Action.” The UUA Mosaic program, which is still in development, will support a number of the goals embodied in our Mission and adopted as part of the plan.

During the Mosaic Conference the Rev. Bill Sinkford, former president of the UUA, reminded attendees of our denomination’s history of cycles of activity and inaction. He charged us to do it differently this time if we are to succeed in becoming anti-racist, anti-oppressive, and multicultural. We must commit to a deep level of reflection, learning, and joyous action, with love at the center. Only then can we realize our beloved community.

Following are our recommendations following the 2024 Mosaic Conference. These brief recommendations are followed by descriptions of, and lessons from, the conference presentations and workshops.

## **1. Recommendations for the Unitarian Universalist Congregation of Charlottesville**

- Take advantage of the inspiration, examples, training, and resources offered by the UUA, and commit to becoming a Mosaic congregation.
  - Undertake an all-church anti-racism, anti-oppression, and multicultural audit
  - Create a leadership team to take the Mosaic Facilitators Training (on-line) and then evaluate the various curricula (Kindergarten through Adult) to decide which to offer.
  - Participate in the Mosaic Learning and Practice communities, both the National meetings and the Skill-Up groups
  - Build member competency and capacity in anti-racism, anti-oppression “decentering whiteness” through conversations and workshops. We think this is crucial for white members of our congregation who engage in our wider community as representatives of UUCville. We also believe it’s important for each of us in enacting our “Love in Action” plan.

- Support Rev. Tim's series of community conversations concerning Palestine, Israel, and the region. We recommend including conversations focused on the Action of Immediate Witness that was approved during the 2024 General Assembly See the full statement:

<https://discuss.uua.org/t/amended-proposed-aiw-solidarity-with-palestinians/1510>.

This linked four-page document provides options for how to begin and structure the conversations - UUA Template: Congregational Conversations on Israel/Palestine

[https://docs.google.com/document/d/14\\_wEx3F\\_km62IUYLTwqoOI8CaylC2oTR721g0dMbeSl/edit?usp=sharing](https://docs.google.com/document/d/14_wEx3F_km62IUYLTwqoOI8CaylC2oTR721g0dMbeSl/edit?usp=sharing)

- A few “low-hanging fruit” suggestions:
  - Update and promote the anti-racism, anti-oppression, multicultural library at the church. (Diane and John have many books, suggestions for documentaries, and films.) Create a user-friendly page on the UUCville website that lists these resources.
  - Incorporate into Sunday services and Lifespan Faith Development the Beloved Community Cville's new virtual tours of local African American history, perhaps beginning with [Ebenezer Baptist Church](#) history (each video tour is 3-4 min.)  
<https://www.belovedcommunitytours.org/>

## 2. Notes from the conference sessions

### Notes Table of Contents

[Opening Remarks with Rev. Bill Sinkford and Rev. Nancy McDonald Ladd](#)

[Learning and Practice Community](#)

[Navigating the Journey: Challenges, Hopes, and Strategies for Advancing Anti-Racism in Congregations](#)

[Faith in Action: Combating Authoritarianism Together](#)

[Apartheid-Free Communities - Supporting Palestinian Liberation in Our Anti-Racism Ministries](#)

[Facilitator's Guide to Congregational Conversations \(created by UUA\)](#)

[Keynote “For the Living of These Times”](#)

[Lifespan Anti-Racism Curriculum](#)

[Mosaic Congregations Workshop](#)

### APPENDIX

[Action of Immediate Witness: Solidarity with Palestinians](#)

[Slides from Apartheid-Free Communities session](#)

Friday Morning-

## Opening Remarks with Rev. Bill Sinkford and Rev. Nancy McDonald Ladd

Bill Sinkford- Former UUA president

- A leap of faith is required – We in the UUA seem to have cycles of anti-racism work: doing, burning out, leaving this work, recommitting
- Love, joy, clarity of intention and celebration is NECESSARY for this work.
- Theoretical commitment is NOT enough.
- UUA energies have not been sustained. We have had great energy during specific decades, but how do we keep on keeping on?
- In reviewing the history of our faith he reviewed A. Camus' *The Myth of Sisyphus* and asks, does Sisyphus despair on his many trips down the mountain? He thinks no, he imagines Sisyphus happy.
- We don't need to wait. The kingdom can be here now. "Jesus can be here-it/he already is here"
- Let celebration lead us, we're always arriving at the promised land. There is joy in the Mosaic vision.
- Let us ground our lives in deep respect and care for each other and relax into the beloved community.
- There is power in our pluralism.
- Honor our ancestors' work.

Rev. Nancy McDonald Ladd- UUA Deputy Director; Communications and Public Ministry

- "We are together in the liminal space". No one knows what is next.
- We need to be committed to living the multicultural goal, not selling or marketing only
- Our work of communicating this work is agency; share and be agents to the change.
- We are not stuck in the dominant culture; we have tools to share and communicate our visions.
- There is evidence. Zadie Smith writes we are changed through every message and experience we pass through
- We are agents of our own narratives- the task of communicating is finding right words, although the endless search for the right/perfect words is a smokescreen for the agency we need.
- We are in "late-stage capitalism" (Diane found this website regarding this term <https://www.richandresilientliving.com/7-strategies-to-survive-late-stage-capitalism/>)
- We need to embody change in ourselves and our communities to make them a tiny bit more possible, time and time again

## Friday, First set of workshops

### Learning and Practice Community

*Led by Dr. Melissa James Congregational Life Field Staff in the Pacific Western Region*

*Join Dr. Melissa James for an interactive workshop on the Learning and Practice Communities, a vital resource for congregations committed to advancing anti-racism work. This session will explore the framework and goals of the Learning and Practice*

*Community, designed to support ongoing dialogue, reflection, and skill-building among participants. Learn about how these communities are fostering connection and collective growth and strengthening their communities' commitment to racial justice and equity.*

Diane's Notes:

- “Learning and Practice communities” is a term for groups of people across UUA who come together to learn, practice, reflect on racial justice and equity and create ways to support congregations in the work
- How has this been done in the past? “Themes” across congregations
  1. 1 person is charged to do the work (Board, staff, minister, etc,) or a few people are pulled in
  2. Often falls to RE or staff and it puts a lot on them
  3. A few congregations did a system approach with staff, congregation and board but it's uncommon and usually it's under resourced
  4. There are lots of book clubs and discussion
  5. “Popcorn” style of members showing up/participating in community events
  6. An educational series, such as “Beloved conversations” (this is a Meadville-Lombard seminary program) where nothing really happens afterwards
  7. 8th principle-congregations seem to be stumbling into how to do it, how does it look in practice?
- There are 2 current forms of Learning and Practice communities
  1. National Meetings (there's one January 13, 2025 re intersectional approach to AR/AO/MC work). This is a one-time commitment, 90 minutes on Zoom, can attend as an individual or group, open to all. Participants make an accountability action. See [uua.org/mosaic](http://uua.org/mosaic).
  2. Skill-Ups- for 3 months you commit to being part of a group that meets every other week w/ chalice lighting, centering with a trained, paid facilitator who leads a topic, then the congregation decides what to do
- UUA is in the 2nd year of this model, really helps religious professionals and is open to anyone across the U.S., there are usually 1-2 per congregation but still what to do with limited resources to create something that is sustainable?
- This is meant to complement “Beloved Conversations” (as is “Jubilee” offered by UUA staff)
- Learning part is important, but “learning does not equal action and action does not equal learning”
- Problem with a “programs” goal is that it's often a means to an end; it may be completed, it's often a goal about #'s, and there is competition for resources. Instead, what we want is Transformation- an ongoing process to identify, deconstruct, and create new ways of being as individuals, groups, congregations and society.
- Goals-- eliminate oppression and build the beloved community
- Does it show up in our worship, our RE, our meetings, etc? Is the work prioritized and can we focus on it being prioritized?
- A congregation can analyze itself through the program and determine transformation.

**Friday, Second set of workshops**

## Navigating the Journey: Challenges, Hopes, and Strategies for Advancing Anti-Racism in Congregations

Led by **Rev. Megan Foley**. Featuring **Sabrina Jones**, Member of Paint Branch UU Church, **Ken Ambrose**, Member of UU Congregation of Rockville, and **Tony Harrell**, Member of First Unitarian Church of Philadelphia

*This panel, led by UU lay leaders, will explore the multifaceted journey of anti-racism work within congregational settings. Panelists will share their experiences and insights on the common challenges faced, from resistance and burnout to limited resources and differing priorities. They will also discuss their hopes for transformative change and practical strategies for overcoming obstacles. The session will focus on how congregations can move forward with renewed commitment and effective approaches to foster a more inclusive and equitable community. Attendees will leave with actionable strategies and inspiration to advance their own anti-racism efforts.*

Format: questions by moderator with responses by panelists

Notes by specific panelists, all lay leaders in three different congregations:

S= Sabrina (Black woman)

K = Ken (White man)

T = Tony (Black man)

Q: What are some challenges in anti-racism work in congregation? And what are specific examples of push-back and strategies that overcame it?

- not everyone's on board; some members leave church because "too much time spent on race"
- everyone's at a different place on their journey
- inertia, especially from Board, competing parties and priorities
- strategy: Black member gave sermon about importance of passing the 8<sup>th</sup> principle
- (K) recognize that some of the work is how it shows up in other aspects of church life, such as budget planning, deciding whether to sponsor a Cub Scout pack, etc.
- strength: all the folks who are on board, a critical mass who keeps showing up, persistence and resistance to nay-sayers

Q: How has your congregation grown and changed with anti-racism work?

- 15% of congregation attended 1-½ day session with Paula Cole Jones
- Paint Branch Church (S) contracted with someone at U of MD to do a racial climate assessment, which included meetings with Black and White members separately and a survey. Report didn't show all positives, which opened the eyes of some white members who had thought everything was

fine. Then white members, not just Black ones like Sabrina, started calling things out. The congregation moved beyond calling out racial behaviors to more generally “that’s not how we speak/engage with each other.”

Q: How can congregations balance different priorities?

- Tension between BIPOC people not wanting to keep explaining/teaching vs helping white people move along.

- (S) **relationship building is key** (1:1). Who’s in your circle; who do you go to lunch with; that’s where change happens

- (T) “emotional accessibility” - showing welcome

Example: if the sanctuary looks very Christian, add other imagery

- (S) **Your belief systems are in the budget** (ex: paying for new banners, paying to attend Mosaic conference, paying for racial audit)

- (K) Now their church has the most racially diverse board in its history

Q: What are practical steps congregations can take to continue anti-racist work?

- (S) **Meet people where they are**. Book groups feel right for some congregations. They have a Dark Book Read (with discussions) that has been going for 4 years. They encourage people to come whether or not they have read the book. Usually the person recommending the book leads discussion about the book, which leads to further discussions about race. Year 1 they read books by Black women, Year 2 by Black men, Years 3 & 4 books on any form of oppression by any author. There are 7 - 10 books on their list for each year.

- (K) **When committees turn in their budget requests they need to answer the question “How does the 8th Principle influence your work?”**

- **When people are burning out, lean into the love and care of the community, so can continue to thrive in the work of anti-racism.**

Q: What gives you hope regarding anti-racism work in congregation?

- Bits of progress; people keep showing up to do the work; relationships; helping lift up each other

- Remembering people doing the work before us and seeing how things will improve for our kids/grandkids

Questions/comments from the room:

Carol Walker from Paint Branch UU. After a few years of a developmental minister, they now have a new Black minister, who has been a “game changer.” **If your minister isn’t engaged, anti-racism work will fail.**

(T) Our church (Philadelphia) has a Decarceration team that contacts public officials for change and also writes letters to incarcerated people.

## **Friday late afternoon panel discussion**

## Faith in Action: Combating Authoritarianism Together

*Featuring Rev. Naomi Washington-Leapheart- (Strategic Partnership Director of Political Research Associates), Rev. Ranwa Hammamy, Congregational Justice Organizer, on the Organizing Strategy Team at the UUA, Lisa Schilansky, Ministerial Resident, UUCWC, Rev. Hannah Capaldi, Minister of the USG, Rev. Rob Keithan, Minister of Social Justice at All Souls Church Unitarian in DC and panel moderator Rev. Ali KC Bell, Minister of Congregational Life and Engagement at CLUUC.*

- Congregations play a critical role in combating authoritarianism and oppression
- We are seeing a decline in democracy- more than 50% of people alive globally are ruled by authoritarian leaders
- This descent happens through the corrosion of public institutions
- **3 Elements of Authoritarianism:**
  1. Severe economic inequality
  2. Rise of theocratic religious movement
  3. Rise of racism and ethnocentrism which define where the “people” are
- Trumpism is a symptom of these underlying causes, it’s not new, the latest phase
- Backlash after the 60’s and 80’s (i.e. voting rights act of 1965)
- There’s been 50 years of organizing by capitalist class, oil billionaires, racists
- MAGA hold trifecta in Governors, Senate, Representatives and has propaganda and disinformation apparatus platforms- also has loyalists in armed bodies, sheriffs, militia’s, etc.-they’ve had years of work and focused intent
- **“The arc of justice bends towards those pulling the hardest”**
- How to address it?
  1. Identify it- well funded movement
  2. Save democracy and create multi-racial feminist democracy (same thing)
- **To avert authoritarianism:**
  1. Engage in battle for the imagination and culture
  2. Block the right-wing and their power- interrupt it, i.d. power locally
  3. Build independent institutions and strengthen partisans of peace. Need to organize all classes, those with political differences.
- What role does progressive religion play? How do congregations do the work to engage with the right individuals?
- **Distinguish between producers of and consumers of racist ideology- help people find healthy ways to belong**
- Church needs to provide space for these people
- If your coalition isn’t diverse enough it’s too comfortable and won’t work-find ways to be kind and organize with those different from yourselves to counter facism
- You can agree who the bad guy is, it’s enough to get the conversation going
- Get with folks in the center, more moderate than “me”
- Allyship is so important, who is on the front lines with each group?
- MAGA’s have a false narrative of belonging being given, what story do we invite those folks into? One that welcomes all?



- This part of the movement is the hardest for those at risk—shared fight is organizing, not just the LOVE principle, we have a shared fight against facism, don't stitch together based on what's not really happening ("love")
- Mechanisms for managing harm- need to "infiltrate" right wing organizations to hear what their beliefs are, i.e. Christian Nationalists, important to have presence in room to prevent harm
- Lifespan RE, need to be comfortable being afraid and taking risks, courage is not the absence of fear, courage is in the face of fear, need to lean into it.
- This is similar to the struggles of the early Unitarians and Universalists who went against the Calvinists
- Need to define self worth against other, should not have to assert yourself to prove your worth
- It's easier to change views in an environment you did NOT grow up in, invitation to downward mobility may be needed, Universalism is needed and the future, and resisting this may mean downward mobility, it's actually being "holy", there's community in exile
- What are UU ministers doing to instill deep self and god belief in self, that ALL are worthy
- Discussion of Baptist belief/depth vs. UUism- we need to reframe the gospel of liberation
- Show up even when you're outnumbered!
- Don't stop even after the upcoming election, we need the connection with groups who've been discriminated against (i.e. NC UU group partnering with largest American-Asian organization), partnership REALLY matters, do this locally and really be ready to help

(DWO notes- this discussion was rich and deep and personal to the panel, who are deeply engaged with in this work of knowing the "other" i.e. enemies of inclusion, and being clear about those boundaries and our responsibilities AND doing the work in a spiritual way)

## Friday evening special session

### Apartheid-Free Communities - Supporting Palestinian Liberation in Our Anti-Racism Ministries

Introduced by Ranwa Hammamy (rhammamy@uua.org), Congregational Justice Organizer with the UUA's Organizing Strategy Team, the bulk of this session was a presentation by Rick Goodman, a member of the [Alliance of Baptists](#), who was substituting for the UUA representative to a trip to Palestinian territories in May 2023. The session also illuminated the 2024 GA Action of Immediate Witness: Solidarity with Palestinians (see <https://discuss.uua.org/t/amended-proposed-aiw-solidarity-with-palestinians/1510/29> for the language that was passed and for UU commentary leading up to the vote).

Much of Goodman's time was used to show a video of a trip organized by the American Friends Service Committee in May 2023 (see

<https://afsc.org/video/witnessing-apartheid-afscs-may-2023-delegation-palestine-and-israel>), titled *Witnessing Apartheid: AFSC's May 2023 Delegation to Palestine and Israel*. AFSC led an ecumenical delegation to bear witness to Israeli apartheid. This video shares what they witnessed and how they are working with Palestinians and Israelis through the creation of Apartheid-Free

Communities. The video also featured definitions of apartheid and of genocide and the legal status, or rather illegal status, of apartheid. Note that this trip and the video take place before October 7th, 2023.

Key features:

The presentation and film make a strong claim that Israel violates international law by its treatment of Palestinians within the borders of Israel and within the occupied territories, treatment that constitutes apartheid and, in Israel's response to the horrific attack on October 7, 2023, genocide.

See the appendix for slides from the presentation.

Resources from the workshop:

B'Tselem, The Israeli Information Center for Human Rights in the Occupied Territories, has called Israeli policy apartheid (see <https://www.btselem.org/topic/apartheid>)

This is the Al Haq report “Do Justice to the Afflicted” on Israeli Apartheid:

<https://www.alhaq.org/advocacy/20931.html>

Unitarian Universalists for Justice in the Middle East: <https://www.facebook.com/uujme/> and <https://linktr.ee/uujme> (contact [jolly@uujme.org](mailto:jolly@uujme.org)); they have a pledge that some congregations have signed.

Two movies were recommended for learning and deepening conversations: “Israelism” from 2023 <https://www.israelismfilm.com/> and “1948: Creation and Catastrophe” from 2017 <https://www.1948movie.com/> It was also helpful to see international definitions of Apartheid and Genocide, which all indicate that these definitions are being met by the situation in Israel and Gaza.

### **Facilitator’s Guide to Congregational Conversations (created by UUA)**

This link goes to a google document a participant from the Portland, Oregon UU church sent regarding how to have conversations about Israel/Palestine:

[https://docs.google.com/document/d/14\\_wEx3F\\_km62IUyLTwqoOl8CaylC2oTR721g0dMbeSI/edit?usp=sharing](https://docs.google.com/document/d/14_wEx3F_km62IUyLTwqoOl8CaylC2oTR721g0dMbeSI/edit?usp=sharing)

Sat., 12:00 pm – 1:00 pm:

### **Keynote “For the Living of These Times”**

**Nicole Pressley**, Director of Organizing Strategy Team for the UUA

*As Unitarian Universalists, our faith offers a prophetic imagination for what the Beloved Community is. It is a vision where all belong and are free; it is the place where love is made known. “For the Living of These Times” will explore the political imperative we have as religious liberals engaging in the work of anti-racism and anti-oppression.*

Pressley began by explaining the importance of Rev. Dr. Gina Stewart's powerful sermon last January to a Joint Session of the four predominantly African American Baptist conventions in the

United States, some of which don't allow women to be pastors. She noted the need to change our thinking so we can change the way we live.

Diversity and inclusion alone can't change systems – only belonging can.

Anti-racism education (knowledge) alone is not enough. We need to create and transform actual practices of racism and oppression. Just being a person with a non-racist narrative isn't enough.

Stories we inherit matter. Racism keeps us locked in the lie of inevitability.

Story about bricklayers.

*One day in 1671, Christopher Wren observed three bricklayers on a scaffold, one crouched, one half-standing and one standing tall, working very hard and fast. To the first bricklayer, Christopher Wren asked the question, "What are you doing?" to which the bricklayer replied, "I'm a bricklayer. I'm working hard laying bricks to feed my family." The second bricklayer responded, "I'm a builder. I'm building a wall." But the third bricklayer, when asked the question, "What are you doing?" replied with a gleam in his eye, "I'm a cathedral builder. I'm building a great cathedral to The Almighty. Pick up a brick and help me."*

Importance of belonging and liberation. Free us from stories of fear and scarcity – liberation in our lifetime.

Q & A time: Taquiena Boston asking questions of Nicole Pressley

Q. What is your idea of the beloved community?

A. We need a collective imagination

Community and companionship

She was introduced to UUism in Minneapolis. Danny Givens preached in the middle of a cold November night.

Taquina's mentor: If you have a dream, you need others to shape it, too.

Q. Is capitalism consistent with community?

A. No. Profit doesn't care for people/community.

If we don't find a way to carve out connections with youth, we'll never get there.

Saturday 1st session-

## **Lifespan Anti-Racism Curriculum**

- Lifespan Anti-Racism Curriculum Workshop Led by Rev. Marisol Caballero, Faith Innovation Specialist in the UUA's Faith Development Office

*Join Rev. Marisol Caballero for an engaging workshop focused on the Lifespan Anti-Racism Curriculum. This comprehensive curriculum is designed to equip participants of all ages, stages, and identities with the knowledge and tools needed to engage in meaningful anti-racist learning and growth. Rev. Caballero will guide attendees through the flexible, multimedia resources available, offering practical strategies for implementing the curriculum in congregational settings. Discover how to foster a culture of inclusivity and justice within your community, and leave with actionable insights to inspire transformative change.*

This curriculum grew out of the Widening the Circle of Concern report from June 2020.

- Tools of the curriculum are designed to allow conversations across generations. It was designed to be:
  - Similar to OWL but focused on anti-racism
  - On-line, so it can be continually updated and modified because there is constant change in our understanding of anti-racism.

The curriculum:

- Fosters community
- Reduces harm. (Harm will happen to folks with marginalized identities. Training for the facilitators is required. The goal is to recognize harm when it happens and repair and recover as quickly as possible.)
- Remain nimble to change and update
- Deliver in small chunks (learned from our preferences for online information during Covid.)

Modules:

- K-1
- 2-3
- 4-5
- Middle School
- High School
- Emerging Adult (college age)
- BIPOC
- General Adult (i.e. White Affinity or Racially Mixed Group)

Format: (Each unit has 6 elements)

1. Opening (Your choice of an opening ritual such as Chalice Lighting, reading, meditation, etc. Whatever is appropriate in your home congregation...)
2. Reading (Usually short. Can be sent in advance or read live.)
3. Watch video (<10 minutes)
4. Do (activities, discussions)
5. Closing
6. Take Home activities/thoughts/questions

#### Features:

- Adaptable (can be done in person, virtual, dual-platform, small group ministry, RE on Sundays, lock-ins, etc.)
- Mandatory Facilitator Training (online, self-paced)
  - Emphasis of training is on harm reduction
- User-friendly
- Malleable

#### These modules have been fully released:

- BIPOC
- High School
- Middle School
- General Adult

#### Facilitator Training:

- 6 modules (estimated time to complete 5+ hrs.)
- After completing facilitator training
  - Get access to the full curriculum
  - Also could access "[Study Action Guides](#)" which requires teams to study together (for Widening the Circle of Concern)

### **Mosaic Congregations Workshop**

- Mosaic Congregations Workshop in the Chapel  
*Led by Rev. Ranwa Hammamy, Congregational Justice Organizer on the Organizing Strategy Team, UUA*  
*Join Rev. Ranwa Hammamy for a workshop on the concept of Mosaic Congregations, how we can come together to create vibrant and supportive communities. In this session, Rev. Hammamy will explore the development of the idea of Mosaic Congregations. Participants will engage in discussions about their own congregational contexts, sharing strategies for creating an inclusive environment that reflects the rich tapestry of identities and experiences within our communities.*
- Slides from workshop:

Workshop opened with a song:

"No one is getting left behind this time./No one is getting left behind./No one is getting left behind this time./We get there together or never get there at all./We get there together or never get there at all."

Rev. Hammamy then quoted a poem, "Belonging" (p.63) by Cole Arthur Riley from *Black Liturgies*. Then referred to the website: [www.uua.org/mosaic/mosaic-platform](http://www.uua.org/mosaic/mosaic-platform)

"Breathe" p. 63

INHALE: I can listen to my body.

EXHALE: I will stay whole.

INHALE: My body is good.

EXHALE: I will not abandon it.

INHALE: This flesh is divine.

EXHALE: The physical is the spiritual.

**Building a beloved community requires repair and creation.** How has your relationship with your church and the denomination transformed you? This project grew out of the *Widening the Circle* report, which was part of the UUA's Commission on Institutional Change. That report called for the UUA to develop and support a "Promising Practices Program." **The Mosaic Congregations approach requires the congregation to make an ongoing commitment. There is no final destination; it's an ongoing process of engagement, reflection, assessment, and accountability.**

In four small breakout groups we grappled with each of the four aspects of the Mosaic Congregations process as articulated in slide #2:

- Worship and Theology
- Congregational Transformation
- Justice Ministry
- Leadership Development

John's small group (6 people) explored "Worship and Theology." We were given 10 minutes to share our individual assessments of where our respective congregations were in Worship and Theology with respect to the guidance of the Mosaic Congregations framework. In Worship and Theology, each congregation must grapple with these open ended interrogations:

- What is an Honest Assessment?
- What is Genuine Repair?
- What is Faithful Growth?

We spent all of our 10 minutes on the first question: "What is sacred (or not sacred) in our current worship services?"

Hammy closed the workshop with two poems from Cole Arthur Riley from *Black Liturgies*:

From "Repair" (p.145) and "Belonging Breathe" (p. 71)

"Belonging Breathe" (p. 71)

INHALE: I was meant for love.

EXHALE: God, help me to receive it.

INHALE: I need more than me.

EXHALE: We get free together.

INHALE: I am worthy of embrace.

EXHALE: God, lead me to belonging.

**Read "Widening the Circle of Concern" report of the UUA Commission of Institutional Change.**

All congregations should be connected to a virtual learning network to develop and support a "Promising Mosaic Congregation"

## APPENDIX

Ballot Result from General Session IV

This Action of Immediate Witness was Affirmed. It received more than 2/3 vote of support.

### Action of Immediate Witness: Solidarity with Palestinians

Option	Votes
Affirm this Action of Immediate Witness	1655 (73.5%)
Do not affirm this Action of Immediate Witness	598 (26.5%)

Total	2545
Abstain	292 (11.5%)

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Primary Proposer: Rev. DL Helfer of Westminster Unitarian Church

Additional Proposers: Lena Gardner, Rev. Katie Romano Griffin, and Rev. Abhi Janamanchi

Our Unitarian Universalist faith draws on the moral imperative of radical love, and despite all odds, calls us to uphold a world where liberation is real and we all thrive.

Our faith community has long recognized the horrors of violent antisemitism against generations of Jewish people and we reaffirm our commitment to their safety. Our support for Jewish well-being was never meant to undermine the rights and lands of Palestinian people. We seek a world where our Palestinian and Jewish kin are safe. We believe that until Palestinians are free, none of us is free.

We decry all the violence of October 7. We further acknowledge that we cannot possibly contextualize all that led to this point but note that Israel's occupation and repression in Gaza has been decades long.

Unitarian and/or Universalist congregations and communities around the world have issued calls for peace, justice, and reparations in the Palestinian territories for decades. In 1948, 750,000 Palestinians were forcibly displaced, and at least 280,000 were displaced in 1967 when additional Palestinian lands were violently occupied against international law. [UUA General Assembly resolutions 19](#) in 1982 and 2002 called for ending the occupation of Palestinian lands and a [1982 UUA Board of Trustees resolution 8](#) declared that "criticism of the policies of the government of Israel should not be equated with or confused with anti-Semitism."

Today, we recognize that Zionism is increasingly intertwined with supremacy and nationalism which our faith has consistently rejected as unjust and discriminatory. In recent years, major human rights organizations have published reports documenting the [apartheid policies and practices of the State of Israel](#). [57](#)

A growing number of Unitarian Universalist communities and individuals are calling for ending unconditional military aid to the State of Israel and affirming solidarity with Palestinian safety, support, and self-determination, including Black Lives of UU, Diverse Revolutionary Unitarian Universalist Multicultural Ministries, Unitarian Universalist Service Committee, UU College of Social Justice, Unitarian Universalists for Justice in the Middle East, Unitarian Universalist Association senior leadership, and thousands of UU religious professionals, lay leaders, and congregants. With the U.S. providing Israel the highest amount of military aid in the world, UUs in this country bear a responsibility to speak out against these policies.

Since October 7th, Israel has subjected Gaza to indiscriminate bombings with US-made weapons, resulting in civilian casualties, including journalists, aid workers delivering food and medical supplies, and healthcare workers. As of May 25, 2024, over 40,000 have been killed, including over 8,000 children, counting identified Palestinians and bodies under the rubble, 20,000 orphaned, and nearly 80,000 wounded, including thousands of amputees. Israel has blocked necessary aid delivery, depriving Palestinians of food, water, and medicines and causing famine with starvation deaths in the hundreds and 1.6 million in danger. The targeted and widespread destruction of medical, cultural, agricultural, educational, and religious sites constitutes [ethnic cleansing](#). [48](#)

At the same time, Israeli settlers are conducting violent attacks on Palestinian communities in the occupied West Bank and the Israeli settlement movement is being hosted in U.S. synagogues to sell illegally confiscated land in the occupied territories.

The Israeli military's deliberate targeting of Gaza's hospitals and healthcare infrastructure, along with the killing of health workers and the withholding of food and water, is causing a humanitarian crisis that threatens the survival and well-being of the Palestinian population. The International Court of Justice has labeled these actions as plausible genocide and has urged countries that are parties to the Genocide Convention to halt any actions that could contribute to this grave situation.

The persecution of the Palestinians is also connected to a global commitment to profits over human lives and parallels greed-fueled conflicts in Sudan, Democratic Republic of the Congo, and Ethiopia. While we call for the liberation of Palestinians, we also call for the liberation for all persecuted people across the globe. At the core of our Unitarian Universalist faith is the belief that life is sacred. Amidst global efforts to tamp down on speaking up for the lives of Palestinians, Congolese, and all oppressed people, we must find our courage to live and speak our beliefs into the broken, breaking world.

Solidarity with Palestinians faces escalating repression in the United States. Thousands of students are staging peaceful protests against the massacres, with universities enabling police forces to conduct hundreds of arrests. These demonstrations are also met with attacks on free speech, providing a pretext for both state and paramilitary violence. A bill declaring criticism of Israel to be antisemitic, [based on a controversial definition](#) [68](#), has been approved by the House, and the Senate is expected to affirm it as well.

[Over 325 groups have signed the Apartheid-Free Communities solidarity initiative](#) [78](#) of the American Friends Service Committee, including four major denominations: Alliance of Baptists, Disciples of Christ, the South Central Yearly Meeting of the Religious Society of Friends, and the United Church of



Christ. Unitarian Universalist signatories include Black Lives of Unitarian Universalism, The Unitarian Universalist College of Social Justice, the Unitarian Universalist Service Committee, and Unitarian Universalists for Justice in the Middle East. Now is the time for the General Assembly of the Unitarian Universalist Association of Congregations to declare support for this movement.

**Resolved:** We, the delegates of the 2024 General Assembly, call on our UU congregations and communities to be in solidarity with Palestinians by engaging in the following actions based on the guidance of Palestinian and impacted partner organizations:

### 1. Witnessing

- Call for the liberation of Palestine and an end to the apartheid; declare our moral outrage and shared horror at Israel's massacre, mass incarceration, torture, destruction of the land, and poisoning soil for future generations, and decimation of systems of care that support life in the region.
- Call for an immediate permanent ceasefire, massive humanitarian aid, the release of all captives, and an end to genocide around the world.

### 2. Educating:

- Hold teach-ins about Palestine and Israel that include sacred spaces for spiritual processing.

### 3. Organizing and Advocating:

- Engage with Palestinian-led groups and coalitions supporting liberation.
- Sign, amplify, and carry out the Apartheid-Free Communities Pledge.
- Support boycott, divestment, and sanctions against Israel and corporate enablers, and end US military aid to Israel, until it ceases its policies and practices of apartheid, military occupation, settler colonialism, and genocide.
- Protect the freedom and safety of solidarity activists by supporting protests and opposing legislation and policies that restrict First Amendment rights.

## References, Resources, and Endorsements 78

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Update 6/14: The Proposer of this AIW agreed to some changes to the text received at the listening session. The text above has been altered to reflect any changes. Additionally you can view the revision history on any post by clicking on the pencil icon found at the top right of the post.

Update 6/12: The [Recording 21](#), [Transcript 14](#), and [Chat Transcript 19](#) from the Feedback Session are available.

## Slides from Apartheid-Free Communities session

# WHAT IS APARTHEID?

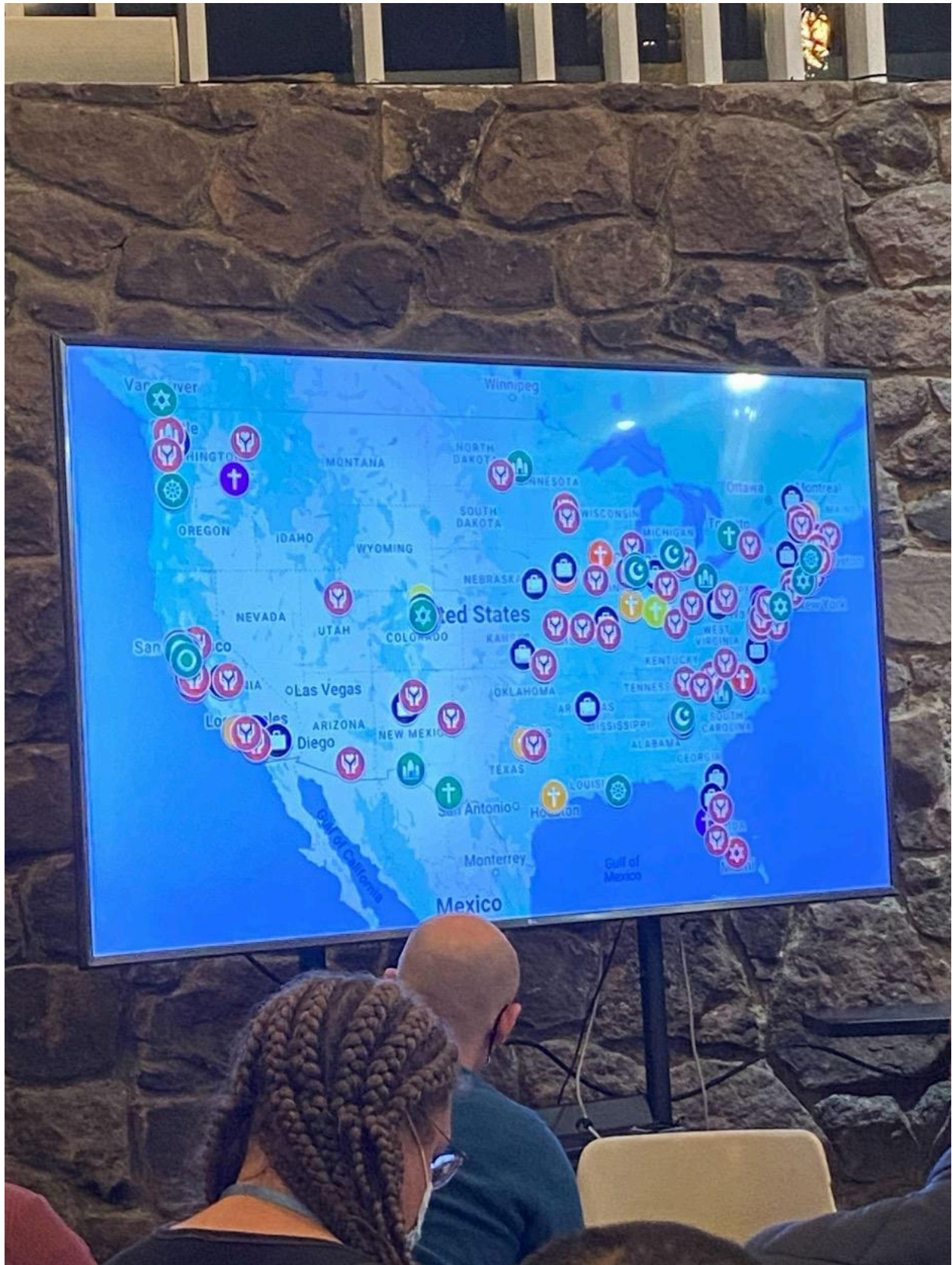
The Crime of Segregation

"inhuman acts committed for the purpose of establishing and maintaining domination by one racial group of persons over any other racial group of persons and systematically oppressing them."

-International Convention on the Suppression and Punishment of the Crime of Apartheid









## JOIN THE GROWING NUMBER OF SIGNERS!

- Over 335 communities have taken the pledge!
- Signers include Buddhist, Christian, Jewish, Muslim, and Interfaith congregations and organizations
- Secular and community groups



**STOP**  
**ISRAELI**  
**APARTHEID**

LIBERTY  
FREE



## JOIN THE GROWING NUMBER OF SIGNERS!

- Over 397 organizations have taken the pledge!



**STOP  
ISRAELI  
APARTHEID**





# TAKE ACTION – BECOMING APARTHEID-FREE

Be Creative

Focus

Support is here



SAFETY  
FREE



# TAKE ACTION – BECOMING APARTHEID-FREE

Education

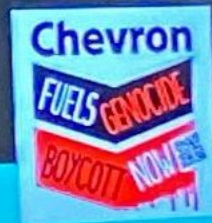
Advocacy

Economic Activism

Changing what's profitable

## Investigate

What are you invested in?



APARTHEID FREE



# TAKE ACTION – BECOMING APARTHEID-FREE

Education

Advocacy

Changing policies  
and practices







**APARTHEID  
-FREE**

**Churches  
congregations  
communities**





# THE PLEDGE

WE AFFIRM our commitment to freedom, justice, and equality for the Palestinian people and all people;

WE OPPOSE all forms of racism, bigotry, discrimination, and oppression;

WE DECLARE ourselves an Apartheid-Free community, and to that end;

WE PLEDGE to join others in working to end all support to Israel's Apartheid regime, settler colonialism, and military occupation.





UU Palestine  
Action 2024



## Action of Immediate Witness

June 2024

### Unitarian Universalists call for an end to the war on Gaza, U.S. complicity in that war

By rochelet21@gmail.com / June 23, 2024

For Immediate Release - June 23, 2024

Thousands of delegates to the General Assembly of the Unitarian Universalist Association (UUA) voted overwhelmingly—74% to 26%—on June 22, 2024, for a resolution in solidarity with Palestinians calling for a stop to indiscriminate violence in Gaza, a permanent ceasefire, for an end to US military aid to Israel, and for Unitarian Universalist congregations to join the Apartheid Free Communities. Notably, this is the first time in history the General Assembly, representing over 1,000 congregations, has explicitly supported an end to US military support for Israel and raised concerns about Zionism. Over 450 lay leaders, religious professionals, and organizations within the UUA endorsed the resolution including Block Lives of Unitarian Universalist Church of the Larger Fellowship, Diverse Revolutionary Unitarian Universalist Multicultural Ministries (DRUMM), Unitarian Universalists for Justice in the Middle East, Unitarian Universalist Refugee & Immigrant Services & Education (UARISE), UJ Peace Ministry Network, and UU's for a Just Economic Community.



# Witnessing Apartheid

May 2023



WITNESS  
FREE



# US Voices

- Jimmy Carter 2006 Book
- Noam Chomsky, far worse than apartheid
- JVP- Has spoken out against apartheid
- Recently, Ta-Nehisi Coates- Anti-Racist



# INTERNATIONAL CONSENSUS

ISRAEL'S APARTHEID  
AGAINST PALESTINIANS

HUMAN  
RIGHTS

ATI



UN  
ESCWA

Israeli Practices towards the Palestinian  
People and the Question of Apartheid

Palestine and the Israeli Occupation, Issue No. 1

Israeli Apartheid  
Tool of Zionist Settler Colonialism

for first time

Occupation, Colonialism, Apartheid?  
A re-assessment of Israel's practices in the occupied  
Palestinian territories under international law

May 2009  
Cape Town, South Africa

A Dossier on  
Israeli Apartheid

by Call to Churches  
and the World  
for the Affected  
(Pa. 802)

inspired by:  
Human Rights  
and  
Global Struggle for Justice

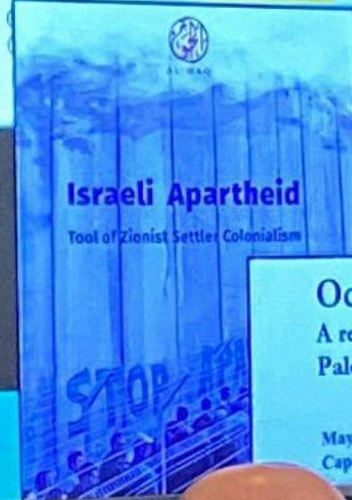
Latin Palestine

GREEN  
TREE



# INTERNATIONAL CONSENSUS

ISRAEL'S APARTHEID  
AGAINST PALESTINIANS



HUMAN  
RIGHTS  
WATCH

ATTENTION  
ISRAELI APARTHEID

A Dossier on  
Israeli Apartheid

A Pressing Call to Churches  
Around the World

Do Justice to the Affected  
(p. 403)

B'Tselem labels Israel:  
for first time

Occupation, Colonialism, Apartheid?  
A re-assessment of Israel's practices in the occupied  
Palestinian territories under international law

May 2009  
Cape Town, South Africa

Lebanese Palestine

STOP



# INTERNATIONAL CONSENSUS

ISRAEL'S APARTHEID  
AGAINST PALESTINIANS



HUMAN  
RIGHTS  
WATCH

A T

**B'Tselem labels Israel:  
for first time**

The prominent rights organization said Israel c  
occupation in the Palestinian territories.

**A Dossier on  
Israeli Apartheid**

A Pleating Call to Churches  
Around the World

Do Justice to the Affected  
(PA 403)

Presented by  
Kairos Palestine  
4th  
Global Kairos for Justice  
2022

Kairos

Kairos Palestine



# INTERNATIONAL CONSENSUS

ISRAEL'S APARTHEID  
AGAINST PALESTINIANS



AMNESTY

HUMAN  
RIGHTS  
WATCH

**A Threshold Crossed**

*Israeli Authorities and the Crimes of Apartheid and Persecution*

**B'Tselem labels Israel an 'apartheid regime' for first time**

The prominent rights organization said Israel cannot be a democracy while maintaining an occupation in the Palestinian territories.

UNHCR  
FREE



# INTERNATIONAL CONSENSUS

## ISRAEL'S APARTHEID AGAINST PALESTINIANS

CRUEL SYSTEM OF DOMINATION AND  
CRIME AGAINST HUMANITY



HUMAN  
RIGHTS  
WATCH

## A Threshold Crossed

Israeli Authorities and the Crimes of Apartheid and Persecution

## B'Tselem labels Israel an 'apartheid regime' for first time

The prominent rights organization said Israel cannot be a democracy while maintaining an occupation in the Palestinian territories.





## INHUMANE ACTS

Israeli authorities have carried out a range of abuses against Palestinians. Many of those abuses in the occupied territory amount to inhumane acts.

Map: Israel and Occupied Palestinian Territory

### SWEEPING MOVEMENT RESTRICTIONS

**GAZA** **WEST BANK**

Closure of Gaza, imposition of permit regime, erection of separation barrier in part on Palestinian land, and nearly 500 checkpoints and other obstacles across the West Bank.

### LAND CONFISCATION

**WEST BANK** **EAST JERUSALEM**

2+ million dunams of West Bank land confiscated (more than 1/3 of its total land area), including in East Jerusalem.

### FORCIBLE TRANSFER

**WEST BANK** **EAST JERUSALEM**

Effectively impossible for Palestinians to obtain building permits in most of the West Bank, including East Jerusalem; thousands of homes demolished as a result.

### DENIAL OF RESIDENCY RIGHTS

**GAZA** **WEST BANK** **EAST JERUSALEM**

500,000+ Palestinians across the occupied territory stripped of legal status since 1967.

### SUSPENSION OF CIVIL RIGHTS

**GAZA** **WEST BANK**

4.7 million Palestinians in the West Bank and Gaza have for decades been denied basic civil rights, such as freedom of speech and assembly or a say in the affairs that affect them most.



VISUALIZING PALESTINE

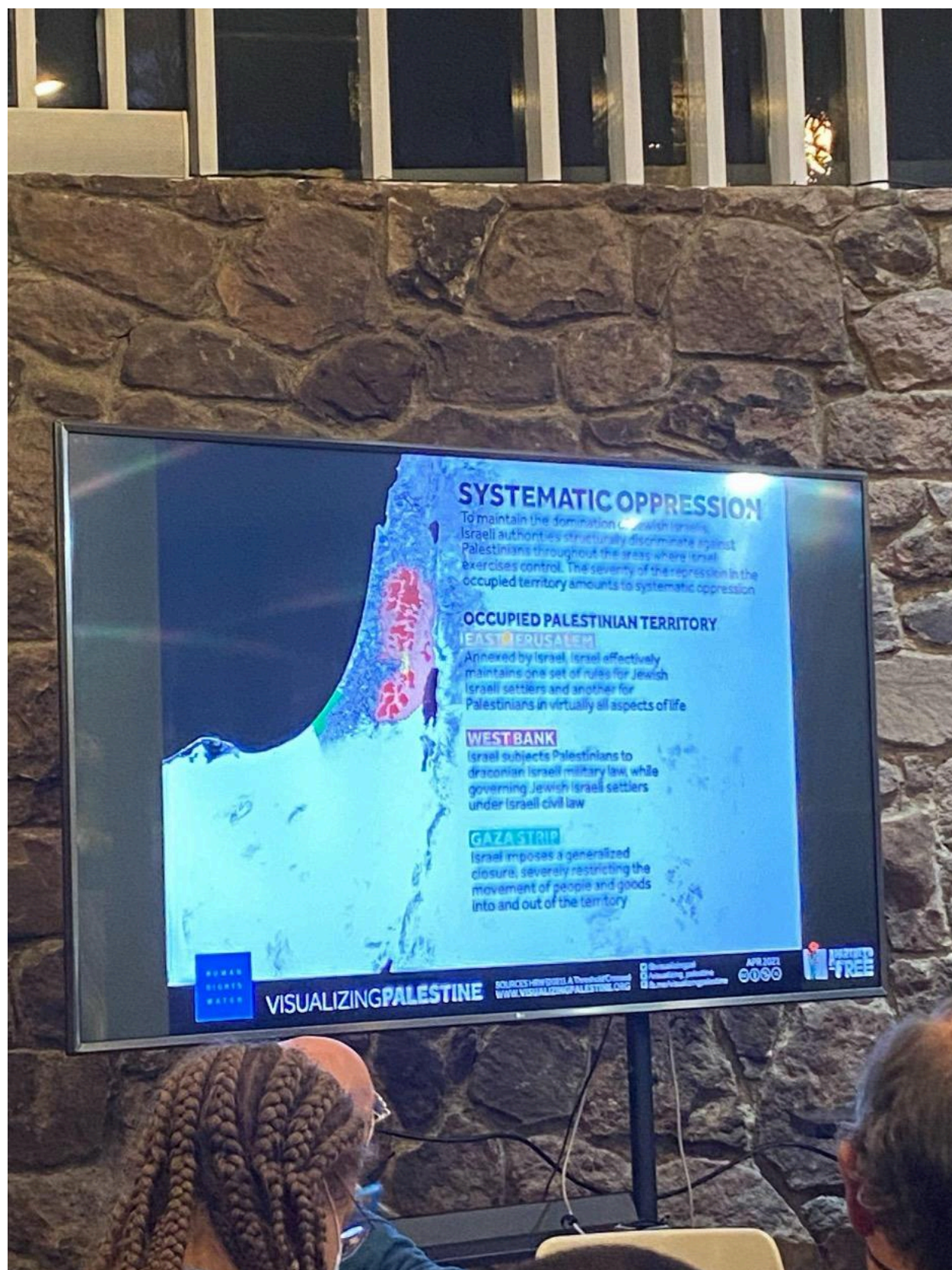
SOURCES: HUMAN RIGHTS A Threshold Crossed  
WWW.VISUALIZINGPALESTINE.ORG

@visualizingpalestine  
visualizing\_palestine  
visualizingpalestine

APR 2021  
0000







## SYSTEMATIC OPPRESSION

To maintain the domination of Jewish Israelis, Israeli authorities structurally discriminate against Palestinians throughout the areas where Israel exercises control. The severity of the repression in the occupied territory amounts to systematic oppression.

### OCCUPIED PALESTINIAN TERRITORY

#### EAST JERUSALEM

Annexed by Israel, Israel effectively maintains one set of rules for Jewish Israeli settlers and another for Palestinians in virtually all aspects of life.

#### WEST BANK

Israel subjects Palestinians to draconian Israeli military law, while governing Jewish Israeli settlers under Israeli civil law.

#### GAZA STRIP

Israel imposes a generalized closure, severely restricting the movement of people and goods into and out of the territory.



**VISUALIZING PALESTINE**

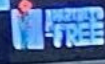
SOURCES: NEW YORK TIMES, THE NEW YORK TIMES, THE NEW YORK TIMES

[WWW.VISUALIZINGPALESTINE.ORG](http://WWW.VISUALIZINGPALESTINE.ORG)

Human Rights Watch  
Visualizing Palestine  
Human Rights Watch

APR 2021

CC BY NC ND





## INTEGRATING JEWS SEPARATING PALESTINIANS

**6.8M**

### JEWISH ISRAELIS

Free to live throughout Israel, East Jerusalem, & most of the West Bank

**6.8M**

### PALESTINIANS

#### PALESTINIAN CITIZENS OF ISRAEL

Barred effectively from hundreds of small Jewish towns in Israel & largely concentrated on about 3% of the land

### OCCUPIED PALESTINIAN TERRITORY

#### EAST JERUSALEM RESIDENTS

Israel guarantees residency rights to Jewish Israelis, but for Palestinians, residency is conditional and revocable

#### WEST BANK ID HOLDERS

Barred effectively from building in the majority of the West Bank or entering Israeli settlements

#### GAZA ID HOLDERS

Barred with few exceptions from leaving Gaza or living in the other part of the OPT (the West Bank, including East Jerusalem)

HUMAN  
RIGHTS  
WATCH

VISUALIZING PALESTINE

SOURCES: HUMAN RIGHTS WATCH & PEACEMAKERS  
[WWW.VISUALIZINGPALESTINE.ORG](http://WWW.VISUALIZINGPALESTINE.ORG)

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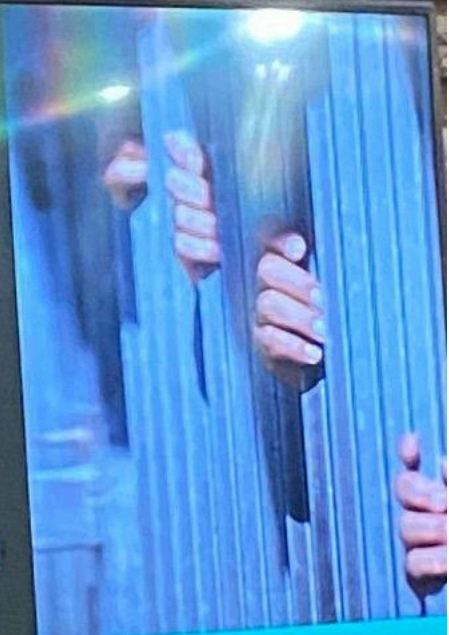
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### 3 Decisive Conditions

- Intent to maintain domination by one racial group over another (based on race, creed, or ethnicity)
- Systematic oppression by one group over another.
- Human rights violations as part of that oppression



## **Committee on the Ministry Charge from the Board of Trustees**

The Bylaws of the Unitarian Universalist Congregation of Charlottesville (UUCville) require that the Board of Trustees appoint a Committee on the Ministry (COM) whose purpose is to “interpret, support, and monitor the ministry of the Congregation.” The Board of Trustees appoints the COM in consultation with the minister(s) and the COM is comprised of 3-5 members serving staggered two-year terms.

In June of 2024, UUCville unanimously adopted a long-range plan, *Love into Action*. The purpose of the plan is to provide the congregation with focus and accountability as it seeks to live its mission. The plan is organized around broad priorities contained in the mission statement, including:

- Cultivating a safe and welcoming place for all
- Nurturing heart, mind, body, and spirit
- Working for justice, equity, and peace for all people
- Working for justice, equity, and peace for the planet

To accomplish these priorities and the numerous goals contained in the long-range plan, the Board of Trustees charges the COM to work closely with the Lead Minister in supporting and monitoring implementation of the plan. The COM will assist relevant staff and lay leaders in developing strategies for accomplishing the goals and priorities of the plan and in building the required infrastructure (teams & task forces, leaders, volunteers, financial resources, and publicity). To fulfill this charge, the COM is strongly encouraged to create portfolios for individual COM members that align with the priorities in the long-range plan.

## **FY 25-26 Budget Calendar**

### **December 24**

- Ministry discusses goals and priorities for ministries and congregation.
- Identify potential line-item operational changes - increases and decreases.
- Kickoff Meeting: Joint meeting with Senior staff, representatives of the Board, Personnel Committee, and Finance Committee to discuss vision, goals, assumptions, and priorities for upcoming budget preparation. December 4<sup>th</sup>, 6:30 pm – 7:45 pm

### **January 25**

- FY 24-25 Mid-Year Financial Review by Treasurer, Bookkeeper and Finance Committee – early January
- Receive funding requests from ministry, staff, and committees (Vice President) – early Jan
- Receive priority recommendations and changes in benefit costs from the Personnel Committee – early Jan
- Budget Overview with Board of Trustees and Finance Committee – Vision, Values, Goals, and Scenarios
- The Finance Committee, Treasurer, and Bookkeeper prepare 1<sup>st</sup> Draft of the budget, identifying questions and information needed to prepare the proposed budget. Draft budget informs Pledge Drive.
- Early work on Pledge Drive – Stewardship Steering Committee and Pledge Drive Team

### **February**

- Budget information and Pledge Drive communications begin.

### **March**

- Pledge Drive Month

### **April**

- Finance Committee prepares a final balanced budget proposal, in consultation with Rev Tim.
- Board reviews the budget proposal, and approves a budget.

### **May**

- Informational Sessions – Zoom and in person.

### **Early June**

- Congregational Meeting – Budget presentation, discussion, and vote

### **July**

- Dependent on congregational meeting outcome –If budget modifications are needed a 2<sup>nd</sup> Congregational Meeting is required to adopt the budget.



Draft: KLF 11.14.24

To: UUCville Board of Trustees      From: Sally Taylor, Chair GST Committee

November, 2024 Report from the Glenn Short Trust Committee

The Glenn Short Trust Committee was dormant during the law suit against Commonwealth Glass and Mirror. That lawsuit resulted in a judgement against Commonwealth and eventually an agreement that they would repay the amount that we paid for the doors in \$3000 installments each month until the full amount has been repaid. They will not compensate us for legal expenses. So far \$9000 has been added to our account bringing our funds to \$33,422.65. We have changed our account to reflect the new name of the church with Sally Taylor, Bev Ryan, Dick Somer and Don Landis able to sign checks on the account. Attached is the list of projects and their costs from the Glenn Short Trust fund.

The Rugby Road doors have been refinished, repaired, rehung and the exterior painted dark blue. The Chapin Garden door has been refinished and painted the same dark blue. The committee has approved the purchase of an ADA compliant wood door to replace the present Edgewood Lane door from Gastin and Wyatt. Advantage Home Contracting has agreed to stain and finish the door when it arrives in January or February and to install it. They will also move the present Edgewood Lane door to the entrance of the Church Parlor. The committee approved the purchase of hardware for the new Edgewood Lane door from Better Living.

The GST committee also approved a contract with Masters Fresh Painting LLC to paint the foyer, Edgewood Lane hallway, the stairs going to the second floor classrooms and the hallway outside of the classrooms. The Aesthetics Committee chose the paint colors for this project. These painters will also paint the interior of the Rugby Road and Chapin Garden doors. The GST committee also approved a contract with Advantage Home Contracting to remove the mold and lead paint (if present) from the exterior woodwork outside of the Church Parlor and paint it to match the woodwork on the exterior of the sanctuary.

Total cost of these projects is approximately \$30,000. Consideration of further projects will not happen until after the installation of the Edgewood Lane doors is completed.

Respectfully submitted, Sally Taylor

## November 2024 Report from the GST fund

### Starting fund:

**\$287,970.00**

**Beck/Cohen (new HVAC units)**

**85,202.00**

**United Painting Plus (exterior painting)**

**15,100.00**

**Painting metal roof 1,200.00**

**Audio Visual Services (new equipment and labor costs) 5,702.00**

**Commonwealth Glass (CNW Company LLC)**

**43,699.00**

- Includes playground door
- 3 interior hexagonal storm windows
- Sanctuary storm windows
- Storm windows for comfort room & balcony stairway window
- Edgewood Lane door replacement
- Rugby Road/Remembrance Garden doors

**Whitley Services (gutters and downspouts)**

**14,957.00**

**Whitley Services (gutter guards) 3864.00**

**United Painting Plus (interior painting) Total: \$ 18,300**

- Includes sealing and painting windows (3500) 3500.00
- Church parlor (2500) 2500.00
- Sanctuary including ceiling
- 10,100.00**
- Washing interior of windows 500.00
- Washing exterior of windows 800.00
- Painting pew ends (not complete) 900.00

**Roto-Rooter 592.48**

**United Painting Plus (church parlor new flooring installation) 1300.00**

**Purchase of parlor flooring 2565.48**

**Purchase of the insulation 537.00**

**Purchase of the curtain materials and rods 671.11**

**Removal of baseboard heaters 432.00**

Installation of two circuits for sanctuary	1,209.40
Shelving for boiler room	336.94
More Shelving for the boiler room	168.47
Sewing parlor curtains-Robyn Fogler	400.00
Removal of the Boiler by CII	4,320.00
Installation of 50 gallon hot water heater and installation of flue	7222.61
Construction of platform to fill boiler space	178.23
Replace parlor clock	30.00
Dehumidifier for boiler room & Light/fan for boiler room	448.66
Cortec vinyl flooring for sanctuary	12,949.00
Carpet for classrooms, music office, comfort room, landings	5056 + 612
Removal of columns-Advantage Handyman	210.00
Rubber feet for pews	315.90
Flooring for Mural Room (Lowe's)	1375.48
Installation of flooring for Mural Room	775.00
Stripping the wax from areas to be tiled	350.00
Replacing altar area carpeting	1205.00
Replacing tile	3240.00
Waxing new tile floors	500.00
Remembrance Garden fee	500.00
Plaque for sanctuary	25.00
Repair of slate roof (Whitley)	7973.00
4 new gutters (Whitley)	2766.00
Computer for broadcasting	1197.47
New sound system	6899.00
AV equipment for broadcasting	3699.00
Tools for Boiler Room construction	30.00
Fire Extinguisher etc. for the History Room	60.00

Electric Heater for History Room	
Dehumidifier for History Room	
Insulation for attic space over classrooms	
Ramp repair- Advantage Construction	\$300.00
\$5229.66	
Roof Repair -Whitley Services	
\$3620.00	
Carpeting the Sanctuary Balcony-Seminole Carpeting	\$2497.00
Downspouts for Main building-Whitley Services	\$2766.00
Painting pew ends-United Painting Plus	\$900.00
Sanctuary Ethernet wiring-Audio Visual Services	\$699.00
Installation of Playground door for previously	paid
Legal fees for suit against Commonwealth \$423	\$592, \$1149,
Rugby Road doors stripped- Steven's Furniture Refinishing	\$3300.00
Chapin Garden doors stripped -Advantage	
Rugby Road doors repaired-Advantage	\$1684.23
Rugby Road and Chapin Garden doors painted-Advantage	\$792.45
Edgewood Lane doors-Gaston and Wyatt	\$5448.00
Hardware for Edgewood Lane doors	\$4757.07
Staining and Finishing Edgewood Lane doors-Advantage	
Installation of Edgewood Lane doors	
Painting Foyer, Edgewood Lane Hallway, Upstairs hallway- Master Fresh Painting	\$13,000'00
Painting Exterior Parlor Windows and Doors-Advantage	
Ring Camera	
Kick plates	



# Unitarian Universalist Congregation of Charlottesville

## Budget vs. Actuals This Fiscal Year to Last Month

July 2024 - June 2025

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Revenue				
3000 Non-Profit Revenue				
3100 Pledged Donations				
3110 Current Year Pledges	186,125.43	460,000.00	-273,874.57	40.46 %
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 %
<b>Total 3100 Pledged Donations</b>	<b>194,112.93</b>	<b>483,270.00</b>	<b>-289,157.07</b>	<b>40.17 %</b>
3200 Non-Pledged Donations				
3210 Current Yr Unpledged Donations	938.00	10,000.00	-9,062.00	9.38 %
3220 Offering / Plate Cash	3,304.98	10,000.00	-6,695.02	33.05 %
<b>Total 3200 Non-Pledged Donations</b>	<b>4,242.98</b>	<b>20,000.00</b>	<b>-15,757.02</b>	<b>21.21 %</b>
<b>Total 3000 Non-Profit Revenue</b>	<b>198,355.91</b>	<b>503,270.00</b>	<b>-304,914.09</b>	<b>39.41 %</b>
3300 Fundraising Income				
3310 Ongoing Fundraising				
3314 Grocery Scrip Profit	213.85	1,000.00	-786.15	21.39 %
3331 Hospitality Contributions	54.72	200.00	-145.28	27.36 %
<b>Total 3310 Ongoing Fundraising</b>	<b>268.57</b>	<b>1,200.00</b>	<b>-931.43</b>	<b>22.38 %</b>
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 %
<b>Total 3320 Fundraising Events</b>	<b>12,373.33</b>	<b>17,500.00</b>	<b>-5,126.67</b>	<b>70.70 %</b>
3330 Other Fundraising	365.00	2,500.00	-2,135.00	14.60 %
<b>Total 3300 Fundraising Income</b>	<b>13,006.90</b>	<b>21,200.00</b>	<b>-8,193.10</b>	<b>61.35 %</b>
3500 Other Revenue				
3510 Building User Fees	6,637.00	22,000.00	-15,363.00	30.17 %
3520 Bank Interest	18.68	300.00	-281.32	6.23 %
3525 CD Interest	421.30		421.30	
<b>Total 3520 Bank Interest</b>	<b>439.98</b>	<b>300.00</b>	<b>139.98</b>	<b>146.66 %</b>
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 %
<b>Total 3500 Other Revenue</b>	<b>22,076.98</b>	<b>63,067.00</b>	<b>-40,990.02</b>	<b>35.01 %</b>
<b>Total Revenue</b>	<b>\$233,439.79</b>	<b>\$587,537.00</b>	<b>\$ -354,097.21</b>	<b>39.73 %</b>
<b>GROSS PROFIT</b>	<b>\$233,439.79</b>	<b>\$587,537.00</b>	<b>\$ -354,097.21</b>	<b>39.73 %</b>
Expenditures				

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
4000 Payroll and Staff Expenses				
4200 Payroll - Wages	83,704.46	254,638.65	-170,934.19	32.87 %
4210 Payroll - Payment In Lieu of FICA	2,453.49	7,219.99	-4,766.50	33.98 %
4220 Payroll - Housing Non Taxable	16,299.00	47,086.72	-30,787.72	34.61 %
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 %
<b>Total 4300 Payroll - Benefits</b>	<b>26,264.26</b>	<b>89,202.63</b>	<b>-62,938.37</b>	<b>29.44 %</b>
4400 Payroll Taxes	4,657.26	15,760.05	-11,102.79	29.55 %
4500 Professional Expenses				
4501 Lead Minister Prof Expenses	985.56	4,000.00	-3,014.44	24.64 %
4502 Minister of Faith Development Prof Expenses	1,818.84	5,000.00	-3,181.16	36.38 %
4503 Dir of Admin and Finance Prof Expenses		1,500.00	-1,500.00	
4504 Dir of Music Prof Expenses		750.00	-750.00	
<b>Total 4500 Professional Expenses</b>	<b>2,804.40</b>	<b>11,250.00</b>	<b>-8,445.60</b>	<b>24.93 %</b>
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	1,971.85	5,000.00	-3,028.15	39.44 %
4900 Sabbatical Reserve Fund		500.00	-500.00	
<b>Total 4000 Payroll and Staff Expenses</b>	<b>141,910.22</b>	<b>439,963.04</b>	<b>-298,072.82</b>	<b>32.25 %</b>
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	150.00	774.00	-624.00	19.38 %
5170 Instrument service	210.00	1,500.00	-1,290.00	14.00 %
<b>Total 5100 Worship</b>	<b>1,340.00</b>	<b>7,424.00</b>	<b>-6,084.00</b>	<b>18.05 %</b>
5200 Faith Development				
5201 RE Children & Youth	1,304.62	6,000.00	-4,695.38	21.74 %
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	
<b>Total 5200 Faith Development</b>	<b>1,351.99</b>	<b>7,426.00</b>	<b>-6,074.01</b>	<b>18.21 %</b>
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	1,421.75	4,000.00	-2,578.25	35.54 %
<b>Total 5300 Beloved Community - Internal</b>	<b>1,456.84</b>	<b>4,575.00</b>	<b>-3,118.16</b>	<b>31.84 %</b>
5400 Faith Witness - External				
5404 UUA Annual Program Fund	5,000.00	5,000.00	0.00	100.00 %
5408 Justice Ministries	300.28	250.00	50.28	120.11 %
5411 Ministry for Earth		500.00	-500.00	
<b>Total 5400 Faith Witness - External</b>	<b>5,300.28</b>	<b>5,750.00</b>	<b>-449.72</b>	<b>92.18 %</b>

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
5500 Congregational Administration				
5500-00 Safety and Security	403.24	500.00	-96.76	80.65 %
5502 Communications	872.62	1,600.00	-727.38	54.54 %
5505 Hospitality	571.83	2,000.00	-1,428.17	28.59 %
5513 Office Expense and Supplies	210.79		210.79	
5510 Cleaning Service	7,950.00	23,000.00	-15,050.00	34.57 %
5512 Cleaning Supplies	316.04	1,000.00	-683.96	31.60 %
5514 Trash/Supplies/Fire Extinguish		2,000.00	-2,000.00	
<b>Total 5512 Cleaning Supplies</b>	<b>316.04</b>	<b>3,000.00</b>	<b>-2,683.96</b>	<b>10.53 %</b>
5513-00 Online Subscription Fees	475.09	6,000.00	-5,524.91	7.92 %
5513-01 Office Supplies	1,316.67	2,000.00	-683.33	65.83 %
5515 Computer Maintenance	875.61	3,000.00	-2,124.39	29.19 %
5516 IT Technology Upgrade	547.27		547.27	
5517 Photocopies and Printing	1,149.91	1,500.00	-350.09	76.66 %
5521 Postage	258.42	700.00	-441.58	36.92 %
<b>Total 5513 Office Expense and Supplies</b>	<b>13,099.80</b>	<b>39,200.00</b>	<b>-26,100.20</b>	<b>33.42 %</b>
5518 Financial Services Charges		4,000.00	-4,000.00	
5518-02 BreezeCHMS Fees	806.90		806.90	
5518-03 Venmo Fees	203.94		203.94	
5519 Credit Card Fees		600.00	-600.00	
5519-00 Bank Fees	3.39	250.00	-246.61	1.36 %
<b>Total 5518 Financial Services Charges</b>	<b>1,014.23</b>	<b>4,850.00</b>	<b>-3,835.77</b>	<b>20.91 %</b>
5523 Fund Raising Expense				
5522 Pledge Program Expense		300.00	-300.00	
5525 Other Fundraising Expense	806.23	300.00	506.23	268.74 %
<b>Total 5523 Fund Raising Expense</b>	<b>806.23</b>	<b>600.00</b>	<b>206.23</b>	<b>134.37 %</b>
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	840.05	3,000.00	-2,159.95	28.00 %
5529 Legal Expense	174.84	500.00	-325.16	34.97 %
5530 Contingency		2,000.00	-2,000.00	
5550 Buildings and Grounds	310.23		310.23	
5551 Main Building Maintenance Expenses	2,167.37	1,650.00	517.37	131.36 %
5552 Buildings Contractual Maintenance	943.00	8,400.00	-7,457.00	11.23 %
<b>Total 5551 Main Building Maintenance Expenses</b>	<b>3,110.37</b>	<b>10,050.00</b>	<b>-6,939.63</b>	<b>30.95 %</b>
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	1,044.21	1,200.00	-155.79	87.02 %
5561 Buildings Reserve		3,000.00	-3,000.00	
<b>Total 5550 Buildings and Grounds</b>	<b>9,339.81</b>	<b>26,459.00</b>	<b>-17,119.19</b>	<b>35.30 %</b>
5580 Utilities	16.82		16.82	
5581 Telephone & Internet	1,364.09	3,600.00	-2,235.91	37.89 %
5582 717 Main Bldg Gas, Water, & Sewer	1,192.99	4,000.00	-2,807.01	29.82 %
5583 717 Main Bldg Electricity	1,962.68	8,000.00	-6,037.32	24.53 %
5584 Summit Gas, Water & Sewer	107.93	350.00	-242.07	30.84 %
5585 Summit House Electricity	732.53	3,000.00	-2,267.47	24.42 %
5586 Edgewood Lane Parking Lot Electricity	43.20	300.00	-256.80	14.40 %

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
5587 Trash and Recycling	369.00		369.00	
<b>Total 5580 Utilities</b>	<b>5,789.24</b>	<b>19,250.00</b>	<b>-13,460.76</b>	<b>30.07 %</b>
<b>Total 5500 Congregational Administration</b>	<b>32,984.89</b>	<b>113,059.00</b>	<b>-80,074.11</b>	<b>29.17 %</b>
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	
<b>Total 5900 Debt Service</b>		<b>10,767.00</b>	<b>-10,767.00</b>	
<b>Total 5000 Office/General Administrative Expenditures</b>	<b>42,434.00</b>	<b>149,001.00</b>	<b>-106,567.00</b>	<b>28.48 %</b>
Uncategorized Expenditure	653.20		653.20	
<b>Total Expenditures</b>	<b>\$184,997.42</b>	<b>\$588,984.04</b>	<b>\$ -403,986.62</b>	<b>31.41 %</b>
NET OPERATING REVENUE	<b>\$48,442.37</b>	<b>\$ -1,447.04</b>	<b>\$49,889.41</b>	<b>-3,347.69 %</b>
Other Revenue				
8975 Unrealized Gain/Loss - UUCEF	152,523.86		152,523.86	
<b>Total Other Revenue</b>	<b>\$152,523.86</b>	<b>\$0.00</b>	<b>\$152,523.86</b>	<b>0.00%</b>
NET OTHER REVENUE	<b>\$152,523.86</b>	<b>\$0.00</b>	<b>\$152,523.86</b>	<b>0.00%</b>
NET REVENUE	<b>\$200,966.23</b>	<b>\$ -1,447.04</b>	<b>\$202,413.27</b>	<b>-13,888.09 %</b>





# Unitarian Universalist Congregation of Charlottesville

## Statement of Financial Position

As of October 31, 2024

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
1010 UVA CCU Checking (80)	147,800.06
1020 UVA CCU Savings (00)	57,013.74
1025 CD 9 Months at 5%	25,835.75
1090 PayPal Bank	0.00
<b>Total Bank Accounts</b>	<b>\$230,649.55</b>
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	62,077.22
1201-03 Abrahamse Bonds Principal	15,641.86
<b>Total 1201 Bonds Held by Restricted Funds</b>	<b>93,932.95</b>
1202 CEF Bonds Principal	16,067.05
<b>Total 1200 Member Bonds</b>	<b>110,000.00</b>
Uncategorized Asset	0.00
Undeposited Funds	0.00
<b>Total Other Current Assets</b>	<b>\$831,824.92</b>
<b>Total Current Assets</b>	<b>\$1,062,474.47</b>
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
<b>Total Fixed Assets</b>	<b>\$2,082,790.82</b>
<b>TOTAL ASSETS</b>	<b>\$3,145,265.29</b>
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Credit Cards	
WFCC Caroline's x2724 / x7330	96.15
WFCC Leia's x0770 / x0895	1,134.08
WFCC Sean's x6444 /x2064	4,002.89
WFCC Tim's x2440 / x5872	340.86
<b>Total Credit Cards</b>	<b>\$5,573.98</b>

	TOTAL
Other Current Liabilities	
2060 Health Premium WH	283.53
2070 Dental Premium WH	-465.71
2080 Pension Contrib WH	1,691.66
2100 Other Liabilities Total	
2110 Capital Reserve Fund	983.49
2112 Food Pantry	4,774.20
2114 Music Programs	414.21
2116 Labyrinth Project	666.20
2119 AFD - Adult Faith Development	5,839.42
2120 Public Radio Fund	150.00
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	1,078.00
2134 Minister's Discretionary Fund	6,249.09
2135 Sabbatical Fund	1,952.63
2137 Future Year Pledges	7,966.30
2138 Future Year Pledge Matches	0.00
2139 IHS Meal Packets	5,904.46
2141 Remembrance Garden	15,566.51
2143 Operating Reserve	9,258.54
2147 Green Building Improvements	898.66
2150 Refugee Welcome Collection	2,241.01
2161 Word Of Thanks Books	0.00
2170 Insurance Claims	0.00
2175 Commonwealth Glass Payments	0.00
<b>Total 2100 Other Liabilities Total</b>	<b>69,707.19</b>
2300 Special Collections	
2310 Social Action Collections (SAC)	9,547.63
<b>Total 2300 Special Collections</b>	<b>9,547.63</b>
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
<b>Total 2401 Buildings and Grounds Projects</b>	<b>2,905.65</b>
<b>Total 2400 Reserve Projects</b>	<b>2,905.65</b>
<b>Total Other Current Liabilities</b>	<b>\$83,689.95</b>
<b>Total Current Liabilities</b>	<b>\$89,243.93</b>
Long-Term Liabilities	
2230 Other Long Term Liabilities	
2231 Summit House Bonds	110,000.00
2232 No Interest Member Loan	29,000.00
<b>Total 2230 Other Long Term Liabilities</b>	<b>139,000.00</b>
<b>Total Long-Term Liabilities</b>	<b>\$139,000.00</b>
<b>Total Liabilities</b>	<b>\$228,243.93</b>

	TOTAL
Equity	
Opening Balance Equity	0.00
Prior Period Adjustment	2,628,387.14
Reconciliation Adjustments	102,957.17
Retained Earnings	-23,106.26
Net Revenue	208,783.31
<b>Total Equity</b>	<b>\$2,917,021.36</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$3,145,265.29</b>

