

Unitarian Universalist Congregation of Charlottesville

BOARD OF TRUSTEES AGENDA

January 22, 2025

Meeting hosted on Zoom at 6:30pm.

In attendance – Beverly Ryan, John Griffith, Renee Brett, Achsah Carrier, Kay Frazier, Rev. Tim, Rev. Leia, Chris Little, Pam McIntire, Tammy Wilt

Absent – Sylvie Symmelhack

Guests – Jimmy Gorham, Bev Gorham, Lorie Craddock, Sandy Brooks, Jude Bias, Elizabeth Breeden, Frank Dukes, Linda Dukes, John Alexander, Diane Ober, Steve Rogers

I. Opening - (20 mins)

- Opening and Closing Words: John Griffith
- Reporter: Bev Ryan
- Time Keeper: Sylvie Symmelhack
- Process Observer: Achsah Carrier

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

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

MOTION: *** made the motion to Accept the agenda

Motion was seconded by

The Board *** the agenda with changes.

5. Written Correspondence - (none)

II. Electronic Motions (1 minute)

1. Approval of the December minutes

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

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** (Oral) - Rev. Leia Durland-Jones
6. **Membership Report** (Written) - Beth Jaeger-Landis
Membership stands at: 319
7. **Board Liaison Reports**
 - Nom Committee: (Oral) John Griffith
 - Personnel Committee (Oral) - Beverly Ryan
 - Communications Committee (Oral) - Achsah Carrier

IV. Business (40 min)

Pam invited Lorie and Elizabeth, from the Building Committee to speak:

1. Floor tiles in Social Hall and two hallways are being held down by tape and are an immediate tripping hazard. They are old and the glue is giving up and the cold weather and frozen ground are increasing the settling with cracks in the concrete underneath.
2. Steve investigated replacing the floor with tiles again, and we would need to level the floor at a minimum of \$25,000 and address why it is cracked and uneven. He considered installing carpet squares which would be just a repeat of the current tiles. We decided the 10-year solution is carpet on the two halls and social hall at about \$8-10,000. (We would buy an industrial carpet cleaner.) The carpet has a high standard of being green and using recycled materials. The kitchen tile floor would remain and we would use the runners which are cleaned commercially.
3. With Board approval we would like to present this plan to Finance and to Aesthetics (to approve the color) and install as soon as possible.
4. It was recommended that we need to budget the carpet cleaning. It was suggested that Steve price the office suite carpet replacement as well for consideration, since it is very worn and was put in 17 years ago. It was commented that the tai chi classes would have a problem with carpet instead of a smooth floor and may need to move to the lower hall.
5. The completed proposal will go to Finance and a full report made to the Board (probably in February) for a decision.

- Board to review Smoking Policy for UU Campus (see attached) - Kay Frazier to present (10min). Sandy Brooks will join for this discussion. Motion to approve the Smoking Policy. Renee Brett moved to accept and Kay seconded. Motion passed
- Mosaic update (15min) John Alexander and Diane Ober presented an update. Frank and Linda Duke presented recommendations. The church is not ready yet for an assessment, after consulting with 4 consultants. First recommendation: create a team and explore UU opportunities (upcoming “Skill Up” sessions) and/or take Mosaic facilitator training and discuss it to see where we may want to go. The training is not only to be a facilitator, but to have an understanding of Mosaic as a whole. Waiting to find out more about what the Skill Up sessions entail. Hold conversations - open and focused groups and one on one conversations. Do the information gathering between now and April and then represent to the board at that time. Tim is disappointed that the UU isn’t ready for an assessment. Chris Little wants to make sure we can practice what we learn. All 4 consultants said UU wasn’t ready for the assessments yet. The consultants were all BIPOC. They reached out to 17 different organizations and only 4 responded. Tim is greatly concerned about the LGBTQ+ community and really wants UU to address this. Pam said we can get started and maybe take the facilitator class. The team should include a ministry rep and board rep
- Budget Highlights and Assumptions - Kay Frazier(10min) - Goal is to align the budget with our Long Term Plan - this is the highest priority. We have a program budget and a line item budget. Need increased funding for building and grounds maintenance and building plan. Rev Leia weighed in and agrees the budget must align with the long term plan. Rev Tim concurred with using the budget to communicate to the congregation the impact the congregation has on meeting the long term plan The congregation votes on the line item budget which feeds the program budget.
- Pledge Drive Updated - Jimmy Gorham - chair of the pledge drive(10min) The pledge drive feeds our budget. People follow why we do things. Goal to raise \$575K last year raised \$488K. This would be a 20% increase. Same people on the committee as last year. Need to include more people on the committee. He is asking the board to pledge early and increase pledges by 20% and talk about why we pledge and be on pledge drive team.
- Building Committee to review/present floor repair options for social hall/hallway (10min)

Floor tiles in the social hall and elsewhere are suddenly popping possibly due to freezing. This needs to be handled soon. Steve investigated 3 vendors. The Committee is recommending commercial carpet instead of replacing the tiles. New tiles would cost about \$25k and would never be level. Carpet would be more like \$10K and last 10 years. The Committee also recommends getting an industrial carpet cleaner. The Building Committee should work with the Budget Committee and return to the Board.

- Board to review 2025 Housing Allowance for Rev Tim Temerson (attached) (5min)
Motion to set housing allowance at \$47,086.72. John Griffith moved to accept and Kay Frazier second. Motion carried.
- Discussion on adding "Healing" to our Mission Statement - Chris Little (5 minutes) Love in action is a healing love. And if we bring this lens of perspective to our congregation, it may be a helpful guidepost to emphasize healing. Recommend to put the word "healing" in the mission statement.

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

- Chris and/or Tim to discuss how to best bring the "healing" word to the mission statement to the board and congregation.

VI. Closing Activities (5 min)

1. Process Review –
2. Things to do / communicate - consider joining Mosaic group. Chris and Rev Tim to discuss healing. Tammy to update board greeter in the spreadsheet
3. Closing Words

Dates to remember

Next UU Charlottesville Executive Board Meeting: February 13, 2025

Next UU Charlottesville Board Meeting: February 26th,

Reports to the Board

President's Report to the Board: January 2025

President's Board Report, January 2025

Pam McIntire

There is so much going on at UUCville, it might be hard to know where to start to get involved and make connections. We are making a difference with each other and in the larger community. There is a place for everyone here.

In addition to all the regular UUCville activities we can get involved in (<https://uucharlotteville.org/community/volunteer/>), the new initiatives in the Long Range Plan are opening up even more opportunities.

Our Long Range Plan sets out ambitious goals for the next three years. In this first year, are working on many fronts. Here are some of the things we are working on this month. Please let me know if you are interested in getting involved in any of these activities (president@uucharlottesville.org)

The Board will soon approve a volunteer job description for a Volunteer Coordinator to help congregants find a place of service.

We are forming a new Committee on Ministry (COM) team to work closely with Rev Tim Minister in supporting and monitoring implementation of the Long Range Plan.

UUCville is in the process of joining with other local groups as community partners to help us work for equity and justice in our own community.

We are expanding the services of CareNet support of our elders (<https://uucharlottesville.org/carenet/>) to help with transportation and with small home repairs.

We are expanding our Membership and Greeter program and need more welcoming greeters.

We will forming a task force to develop a Comprehensive Building and Grounds Plan.

We are developing a Racial Justice Outreach to examine how we can become an anti-racist organization.

We will be conducting an inclusivity assessment to find ways we can be more welcoming.

We are creating a Fun and Friendship team to create even more engaging activities.

We are supporting our young adult group.

Our Ministry for Earth Team has numerous ongoing activities.
<https://uucharlottesville.org/environment/>

Through this cold winter in troubled times, I appreciate the hope and community that UUCville brings.

Submitted by, **Pam McIntire**, President

Vice President's Report to the Board: January 2025

Vice President's Report to the Board
January 2025

Personnel: Personnel Committee is in the process of reviewing and editing the Personnel Policy Manual. Any changes will be sent to the Board for approval.

Budget: Budget requests from committee chairs for FY 25 are almost complete, with a few stragglers and non-responders. Those requests will be sent to Finance.

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

Treasurer's Report to the Board: January 2025

Treasurer's Report January 2025

Financial Committee

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

There is a net operating revenue of \$38,677, meaning revenue exceeds expenditures. The Statement of Financial Position and the Budget to Actual for the period through December 31, 2024, are included in the Board packet. To view the Financial Dashboard, click <https://uucharlottesville.org/financial-information/>

The Finance Committee voted yes to reinvest \$25,000 in a 12 to 13-month Certificate of Deposit at the UVA Credit Union.

Budget FY 25-26

Included in the Board packet is the FY 25-26 Budget Goals and Priorities document. This is on the agenda to review and discuss. A meeting is scheduled for February 4th, 10:30 am to discuss the first draft of the budget. All Board members are welcome to attend. Please let Kay know if you wish to attend so that the Zoom link can be sent to you.

Submitted by: **Kay Frazier**, Treasurer

Lead Minister's Report to the Board: January 2025

Lead Developmental Minister Report

January 22, 2025

Rev. Tim Temerson

It's so good to be back with you after the holiday break! I had a wonderful time in Massachusetts visiting with family. My granddaughter is amazing as always and

Carol and I spent most of our vacation playing with her and being joyful grandparents.

While I'm happy to report that the weather in New England was manageable, I can't say the same for our weather here in Central Virginia. We had to close the church office the better part of a week and Rev. Leia and I made the decision to hold a zoom-only service on January 19. As I told the congregation during that service, meteorology is not my specialty and trying to decide if it's safe to hold in person services and activities is never an easy decision. But the bottom line is to keep the congregation safe and, thanks to Rev. Leia and Rachel, I think we put together a pretty-solid online service.

I also want to say a word of thanks to everyone who made it possible for me to take vacation during the holidays. Rev. Susan Karlson led worship on December 29 with the assistance of Tori Goodloe and Rev. Leia and Angela Orebaugh led worship on January 5. Many thanks to all!

As we begin 2025, I am filled with dread about, well, everything. I know that sounds like an exaggeration, but I am feeling so uncertain and anxious about what a second Trump term will mean. I'm worried about the immigrant and refugee families that our congregation is in relationship with, remembering how frightening it was for those communities between 2017 and 2021. I'm worried about the LGBTQ+ community, whose rights are at risk and especially for our trans and nonbinary siblings who were used as political scapegoats during the campaign and who are likely to be facing growing threats. I'm worried about women and especially poor women of color whose lives are at risk as access to reproductive health care grows more and more limited. And I am worried about all those who are struggling with economic insecurity – those who are unhoused, food insecure, living in poverty, and so many more. I fear an already torn social safety net is going to be shredded over the next four years.

With all that said, I know one UU congregation won't have much ability to resist or change the direction our political, economic, and social life is heading, especially at the national level. And that is precisely why what we do locally, in our own communities, is more important than it has perhaps ever been. Congregations like UUCville must be agents of love and justice in an unloving and unjust world. We must be ready to extend caring and helping hands to the very communities most at risk. And we must be willing to move beyond business as usual to be part of a tapestry of love and compassion that will likely take us out of our comfort zones but that can touch lives and transform us in way we could never imagine.

I must confess I haven't been able to think about much else since the election and below are a few things we are doing or planning to do to be part of that tapestry of love.

- We continue to host a trans support group that meets twice monthly and I am in conversation with a newly forming chapter of a national trans parent support organization about meeting at UUCville. Providing this kind of space is one small part of being a safe and welcoming place.
- We are on the cusp of being part of a pilot program with City of Promise called Nurturing Neighborhoods. More about this new partnership during the service on 1/26. I hope you can join us.
- We are renewing our commitment to teaching Pre-K children through Sin Barreras. The classes will be moving to Church of the Incarnation, which can provide a larger learning space. I am working with Mary Beth Wiley to recruit volunteer drivers to provide rides for children and their parents who have difficulty with transportation.
- I will be meeting with PHAR's Executive Director, Latricia Giles, to talk about potential ways UUCville can support PHAR's work.

I am absolutely convinced that working with local organizations is the way to be in relationship with the very communities that are likely to be facing the greatest impact from Trump II.

I also want to mention how committed I am to translating all of our partnership and outreach work into the annual pledge drive and the 2025-26 church budget. I want our congregation to commit itself financially to that tapestry of love and I want that tapestry to be reflected in our budget.

Respectfully Submitted,

Rev. Tim

Rev. Tim, Lead Minister

AA now meeting 3 times a week instead of 6

Barb Alag and Pam McIntire to be on the Committee of Ministry

Report to the Board January 2025
Rev. Leia Durland-Jones, Minister of Faith Development

Sunday Programming

The winter/spring semester has begun! We continue with eight classes for children and youth on Sundays: four for elementary ages and younger and four for youth sixth – twelfth grade. It is a busy time supporting the volunteers for each of these groups, especially the Coming of Age class (and mentors) and the preparations for the Appalachia Service Project trip.

Our UU Parents Support group (UUPS) is now meeting twice a month on Sundays at 12:30. Our weekly Sunday Second Hour of free play and fun for children helps them connect with each other (and parents are able to attend things such as UUPS).

There are a number of Sunday morning fundraising luncheons coming up to support our Coming-of-Age youth and their service trip to Appalachia in July.

Other upcoming Sunday events include PJs and Pancakes on February 2 and several plant-based potlucks.

Holiday Programs and Special Events

It was a busy time during the holiday season with many multigenerational worship services and special events. A wonderful crew, under the leadership of Caroline Heins, helped make our all-church holiday party a fun time for all. On December 15 we celebrated the Giving Tree together and received gifts cards from the congregation totaling \$4600! Of this, \$1230 were gifted to members of our UUCville Community and we gifted \$3370 to the Family Support Team at Greer Elementary.

It was lovely to collaborate with members of UUCville's Womanspirit Group for our Solstice Service on December 22. A special thanks to Lauren Doran and Georgia Todd for their participation and leadership in this service.

Our Solstice Lantern Walk at Pen Park was well attended with over 50 participants of all ages. It was a cold winter day, and I didn't expect anyone else would be using the picnic shelter/fireplaces at Pen Park. This wasn't the case as those of us at the Lantern Walk learned that these shelters and fireplaces are in demand and well utilized. Luckily, one of the groups already at a shelter was willing to share the space with us. David Mellor brought his firepit from home and was our fire tender until the very end.

Our annual New Year's Eve labyrinth walk ended up being indoors on our versatile labyrinth due to the wintery weather. It was attended by about fifty walkers and we enjoyed live music on the guitar from Blue O'Connell. What a great way to say goodbye to the old year and welcome the new.

Following my sermon on January 5, those at church that day were invited to write affirming messages on cards to be sent to trans folx through pointofpride.org

We wrote 50 cards and hope to include a donation from the Ministers' Discretionary Fund to cover the cost to process and ship the binders and femme shapewear these cards accompany.

Adult Faith Development

Our Adult Faith Development Program this semester includes Decisive Moments and Movements in UU History with Wayne Arnason, Dementia Support Group (first meeting Feb. 2 at 12:30), Yogic Medicine: an introduction to Ayurveda (February 12 5:30-7:30pm), Israel/Palestine Learning Circle with Rev. Tim, Lobbying 101 with Ellie Syvrud, Learning about Panorama Natural Burial, and more. We are also preparing for our 16th annual Women's Dream Quest. Judith Tripp will be with us again from California. This year's theme is Dreaming Equanimity.

Pastoral and Rites of Passage

There continues to be a need for pastoral support including hospital visits, conversations, and outreach as we move into the new year.

Professional Development & Community Involvement

I attended the Faith and Unity Summit sponsored by the One America Movement <https://oneamericamovement.org/> Their mission includes working to end toxic polarization. The Summit gave me a lot to think about and I have enjoyed talking about it with Rev Tim.

I attended a meeting with Congregate Cville to explore how we might provide pastoral presence in the coming days with threats against those most at the margins (ICE raids, etc.) My intention is also to become more involved with the Charlottesville Clergy Collective.

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

Rev. Leia, Minister of Faith Development

Membership Report for January 2025

Membership reported on September 25 2025: 320

Additions:

Joan Kast Nov 16, 2024

Judith Zwillich Nov 16, 2024

Marguerite David Nov 16 2024

Madeleine Irene Pace Nov 16 2024

Hannah Magee Nov 16 2024

Christina Glenderning Nov 16 2024

Rosemary Finegan Nov 24 2024

Terence Finegan Nov 24 2024

Drops: None

Respectfully submitted:

Beth Jaeger-Landis

Membership Committee member tracker

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

Respectfully submitted, Beth Jaeger-Landis

Smoking Policy

Background

Over the past few years, members of the congregation and Gardens and Grounds Committee have expressed concern about allowing smoking on campus. Allowing smoking on our campus raises concerns over cleanliness, health, safety, and potential damage to the buildings. The current policies are conflicting and unclear, with the Policy Manual, Personnel Policy, and rental agreements all with different policies and directions on smoking. This policy change intends to clarify and bring policy and practice into agreement. The new policy allows smoking on campus grounds by exception through a rental agreement rather than by a right. Smoking by exception is only allowed in the designated smoking area.

The Executive Committee determined that there was a need to review and develop a new policy. A small group reviewed the existing policy and developed a draft policy. The leaders of committees affected by the policy change were consulted, edits were made, and a final draft of a new policy was agreed upon. It is now the Board's decision to consider the policy change.

Proposal

Delete the highlighted section in the Policy Manual:

Section 4 Building Rental

Policy VI.B.4c Other: The following are strictly prohibited

Smoking anywhere inside the buildings or on the playground.

Approve adding to Section 4 Building Rental

Policy VI.B4c Other Rules that apply include:

SMOKING, VAPING & ILLICIT DRUG POLICY

To maintain a safe, wholesome, and aesthetically pleasing environment, the campus and buildings of UUCville are a smoke-free, vaping and illicit drug-free space.

Smoking, vaping, and illicit drug use are not permitted under any circumstances inside church buildings, on porches (including Summit House porch), verandas, or elsewhere on the grounds, including Summit House and Edgewood St. parking lots. Exceptions to smoking and vaping use may be allowed via contractual arrangements. The contractual exceptions will be suspended when church activities and other groups are using the buildings and/or grounds.

Persons or groups who have made contractual arrangements for smoking or vaping privileges are restricted to the designated smoking area. All waste materials must be deposited in the receptacles provided. Special precautions must be exercised in the seasons when heavy leaves on the ground may create a fire hazard from smokers's activities.

The Grounds Committee is charged with designating the smoking area. Group leaders, named and so designated by contract, are responsible for monitoring and enforcing this policy for their group. Misuse of this policy may result in contract cancellation and forfeiture of the privilege of using UUCville property.

Church members observing abuse of this policy are invited to notify church staff.

Budget Fiscal Year 25-26

Mission to Action

This year's budget development began in December with a kickoff meeting of key leaders from the Board of Trustees, Finance Committee, and Personnel Committee. Discussing and recognizing our congregation's values, priorities, and financial assumptions is helpful in the budget development process.

This document summarizes the kickoff meeting and ongoing budget discussions aiming to spearhead a conversation with the Finance Committee and Board of Trustees early in the budget process. The budget kickoff meeting allowed us to collectively hear and discuss the vision for the coming year and review the status of current salaries and how they align with the UUA recommendations. Realizing, articulating, and funding our vision and long-range plan is paramount. While we continue to implement our long-range plan and develop our operating budget, let us be mindful of our commitments to financial stability, fair pay for staff, and a balanced budget.

Budget Assumptions

- The economic impact of a new administration assuming federal office in January is unknown. Monetary policy, tariffs, conflicts, and more may influence inflation, supply chains, employment, and investments. The need for community outreach and services may increase. Increasing operating reserves and cash on hand would provide increased stability against the economic unknowns.
- The Board of Trustees and Ministry continues to build on specific tasks to move the goals of the long-range plan forward. The proposed budget should support this work. The long-range plan and goals are articulated in this post: <https://uucharlottesville.org/from-vision-to-action-join-us-in-shaping-our-future/>.

Funding the long-range plan may best be articulated by updating our accounts and budget structure to reflect our mission and ministries.

- We will propose a balanced budget.

Funding Priorities

- Increase and realign funding to support the work of the long-range plan, including but not limited to:
 - Building and supporting community partnerships
 - Justice and equity work
 - Becoming a safer and more welcoming community
 - Developing a campus plan for the grounds and buildings, including conducting a facility condition assessment and conceiving a concept plan for the grounds.
 - Supporting volunteer coordination
 - Supporting ministries as defined by the long-range plan and ministers.
 - Expanding CareNet services to support the needs of the congregation.
- Increase funding for building and grounds maintenance. A significant amount of work has been deferred over the past years and there is an increased need to make immediate repairs and improvements, as well as to fund a facility assessment and campus plan.
- Continue to align staff pay and benefits with our values of fair and equitable pay, emphasizing gender equity, providing a living wage, and moving towards fulfilling the recommendations from the UUA.
- Increase operating reserves and cash on hand to provide stability against the economic unknowns.
- Reduce debt by making a payment on the no-interest loan.

Prepared by: Kay Frazier, Treasurer, 1.25

Unitarian Universalist Congregation of Charlottesville

Statement of Financial Position

As of December 31, 2024

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
1010 UVA CCU Checking (80)	158,845.15
1020 UVA CCU Savings (00)	82,932.54
1025 CD 9 Months at 5%	0.00
1090 PayPal Bank	0.00
Total Bank Accounts	\$241,777.69
Other Current Assets	
1101 UU Common Endowment Fund	705,737.45
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
Total 1201 Bonds Held by Restricted Funds	93,932.95
1202 CEF Bonds Principal	16,067.05
Total 1200 Member Bonds	110,000.00
Uncategorized Asset	0.00
Undeposited Funds	0.00
Total Other Current Assets	\$815,737.45
Total Current Assets	\$1,057,515.14
Fixed Assets	
1400 Furniture & Fixtures	512.84
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	\$2,083,303.66
TOTAL ASSETS	\$3,140,818.80
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Credit Cards	
WFCC Caroline's x2724 / x7330	0.00
WFCC Leia's x0770 / x0895	142.24
WFCC Sean's x6444 / x2064	3,567.57
WFCC Tim's x2440 / x5872	393.71
Total Credit Cards	\$4,103.52

	TOTAL
Other Current Liabilities	
2060 Health Premium WH	632.08
2070 Dental Premium WH	-439.86
2080 Pension Contrib WH	5,299.98
2100 Other Liabilities Total	
2110 Capital Reserve Fund	983.49
2112 Food Pantry	3,049.41
2114 Music Programs	414.21
2116 Labyrinth Project	666.20
2119 AFD - Adult Faith Development	6,775.31
2120 Public Radio Fund	150.00
2122 Children's Service Offering	692.51
2123 Coming of Age (ASP)	418.52
2127 Cluster Conference/RJ Funds	152.73
2131 Building and Grounds Reserve	5,430.71
2132 Endowment Holding For Transfer	1,178.00
2134 Minister's Discretionary Fund	7,110.88
2135 Sabbatical Fund	1,952.63
2137 Future Year Pledges	13,166.30
2138 Future Year Pledge Matches	0.00
2139 IHS Meal Packets	5,119.90
2141 Remembrance Garden	17,261.51
2143 Operating Reserve	9,258.54
2147 Green Building Improvements	1,253.66
2150 Refugee Welcome Collection	2,241.01
2161 Word Of Thanks Books	0.00
2170 Insurance Claims	0.00
2175 Commonwealth Glass Payments	3,000.00
Total 2100 Other Liabilities Total	80,275.52
2300 Special Collections	
2310 Social Action Collections (SAC)	6,304.28
Total 2300 Special Collections	6,304.28
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	\$94,977.85
Total Current Liabilities	\$99,081.17
Long-Term Liabilities	
2230 Other Long Term Liabilities	
2231 Summit House Bonds	110,000.00
2232 No Interest Member Loan	35,000.00
Total 2230 Other Long Term Liabilities	145,000.00
Total Long-Term Liabilities	\$145,000.00
Total Liabilities	\$244,081.17

	TOTAL
Equity	
Opening Balance Equity	0.00
Prior Period Adjustment	2,628,387.14
Reconciliation Adjustments	102,957.17
Retained Earnings	-21,855.02
Net Revenue	187,248.34
Total Equity	\$2,896,737.63
TOTAL LIABILITIES AND EQUITY	\$3,140,818.80



Unitarian Universalist Congregation of Charlottesville

Budget vs. Actuals This Fiscal Year through December 2024

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Revenue				
3000 Non-Profit Revenue				
3100 Pledged Donations				
3110 Current Year Pledges	242,841.16	460,000.00	-217,158.84	52.79 %
3120 Prior Year Pledges	1,210.00	8,000.00	-6,790.00	15.13 %
3130 Pledge Match	8,832.50	15,270.00	-6,437.50	57.84 %
Total 3100 Pledged Donations	252,883.66	483,270.00	-230,386.34	52.33 %
3200 Non-Pledged Donations				
3210 Current Yr Unpledged Donations	2,736.67	10,000.00	-7,263.33	27.37 %
3220 Offering / Plate Cash	4,687.54	10,000.00	-5,312.46	46.88 %
Total 3200 Non-Pledged Donations	7,424.21	20,000.00	-12,575.79	37.12 %
Total 3000 Non-Profit Revenue	260,307.87	503,270.00	-242,962.13	51.72 %
3300 Fundraising Income	96.10		96.10	
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 %
Total 3310 Ongoing Fundraising	268.57	1,200.00	-931.43	22.36 %
3320 Fundraising Events				
3321 Auction - Fall	6,856.36	6,000.00	856.36	114.27 %
3322 Auction - Spring		5,500.00	-5,500.00	
3323 Yard Sale	12,510.83	6,000.00	6,510.83	208.51 %
Total 3320 Fundraising Events	19,367.19	17,500.00	1,867.19	110.67 %
3330 Other Fundraising	578.30	2,500.00	-1,921.70	23.13 %
Total 3300 Fundraising Income	20,310.16	21,200.00	-889.84	95.80 %
3500 Other Revenue				
3510 Building User Fees	10,198.00	22,000.00	-11,802.00	46.35 %
3520 Bank Interest	21.72	300.00	-278.28	7.24 %
3525 CD Interest	504.35		504.35	
Total 3520 Bank Interest	526.07	300.00	226.07	175.36 %
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	25,724.07	63,067.00	-37,342.93	40.79 %
Total Revenue	\$306,342.10	\$587,537.00	\$ -281,194.90	52.14 %
GROSS PROFIT	\$306,342.10	\$587,537.00	\$ -281,194.90	52.14 %
Expenditures				

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
4000 Payroll and Staff Expenses				
4200 Payroll - Wages	132,524.27	254,638.65	-122,114.38	52.04 %
4210 Payroll - Payment In Lieu of FICA	3,816.54	7,219.99	-3,403.45	52.86 %
4220 Payroll - Housing Non Taxable	25,354.00	47,086.72	-21,732.72	53.85 %
4300 Payroll - Benefits				
4310 Health Insurance	22,364.78	49,949.81	-27,585.03	44.77 %
4320 Dental Insurance	1,074.44	2,784.00	-1,709.56	38.59 %
4330 Life Insurance	982.54	2,523.38	-1,540.84	38.94 %
4340 Long Term Disability	1,258.79	3,905.24	-2,646.45	32.23 %
4350 Pension	6,886.94	30,040.20	-23,153.26	22.93 %
Total 4300 Payroll - Benefits	32,567.49	89,202.63	-56,635.14	36.51 %
4400 Payroll Taxes	7,475.76	15,760.05	-8,284.29	47.43 %
4500 Professional Expenses				
4501 Lead Minister Prof Expenses	1,002.51	4,000.00	-2,997.49	25.06 %
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	
Total 4500 Professional Expenses	2,821.35	11,250.00	-8,428.65	25.06 %
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 Insurance		1,600.00	-1,600.00	
4800 Payroll Processing Fees	2,938.63	5,000.00	-2,061.37	58.77 %
4900 Sabbatical Reserve Fund		500.00	-500.00	
Total 4000 Payroll and Staff Expenses	211,253.54	439,983.04	-228,729.50	48.01 %
5000 Office/General Administrative Expenditures				
5100 Worship				
5110 Worship Service Expenses	72.18	900.00	-827.82	8.02 %
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 %
Total 5100 Worship	1,412.18	7,424.00	-6,011.82	19.02 %
5200 Faith Development				
5201 RE Children & Youth	1,678.33	6,000.00	-4,321.67	27.97 %
5202 Young Adult Ministry	139.87	500.00	-360.13	27.97 %
5210 Women's Spirit		100.00	-100.00	
5601 Cheetham Fund Expense (RE)	600.00	826.00	-226.00	72.64 %
Total 5200 Faith Development	2,418.20	7,426.00	-5,007.80	32.56 %
5300 Beloved Community - Internal				
5302 Membership & Mem Tracking	277.42	500.00	-222.58	55.48 %
5303 Volunteer Relations		75.00	-75.00	
5304 Childcare	1,801.75	4,000.00	-2,198.25	45.04 %
Total 5300 Beloved Community - Internal	2,079.17	4,575.00	-2,495.83	45.45 %
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	115.97	500.00	-384.03	23.19 %
Total 5400 Faith Witness - External	5,416.25	5,750.00	-333.75	94.20 %

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
5500 Congregational Administration				
5500-00 Safety and Security	463.06	500.00	-36.94	92.61 %
5502 Communications	1,028.79	1,600.00	-571.21	64.30 %
5505 Hospitality	934.79	2,000.00	-1,065.21	46.74 %
5513 Office Expense and Supplies				
5510 Cleaning Service	8,100.00	23,000.00	-14,900.00	35.22 %
5512 Cleaning Supplies	943.32	1,000.00	-56.68	94.33 %
5512-00 COVID Safety Precautions	63.16		63.16	
5514 Trash/Supplies/Fire Extinguish		2,000.00	-2,000.00	
Total 5512 Cleaning Supplies	1,006.48	3,000.00	-1,993.52	33.55 %
5513-00 Online Subscription Fees	990.43	6,000.00	-5,009.57	16.51 %
5513-01 Office Supplies	1,844.50	2,000.00	-155.50	92.23 %
5515 Computer Maintenance	875.61	3,000.00	-2,124.39	29.19 %
5516 IT Technology Upgrade	483.00		483.00	
5517 Photocopies and Printing	1,639.12	1,500.00	139.12	109.27 %
5521 Postage	258.42	700.00	-441.58	36.92 %
Total 5513 Office Expense and Supplies	15,197.58	39,200.00	-24,002.44	38.77 %
5518 Financial Services Charges		4,000.00	-4,000.00	
5518-01 Stripe Fees	242.31		242.31	
5518-02 BreezeCHMS Fees	1,244.12		1,244.12	
5518-03 Venmo Fees	203.94		203.94	
5519 Credit Card Fees	2.99	600.00	-597.01	0.50 %
5519-00 Bank Fees	3.39	250.00	-246.61	1.36 %
Total 5518 Financial Services Charges	1,696.75	4,850.00	-3,153.25	34.96 %
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	-605.00	12,000.00	-12,605.00	-5.04 %
5528 Accounting Fees		3,000.00	-3,000.00	
5529 Legal Expense	1,150.34	500.00	650.34	230.07 %
5530 Contingency		2,000.00	-2,000.00	
5550 Buildings and Grounds				
5551 Main Building Maintenance Expenses	275.60	1,650.00	-1,374.40	16.70 %
5552 Buildings Contractual Maintenance	2,917.30	8,400.00	-5,482.70	34.73 %
Total 5551 Main Building Maintenance Expenses	3,192.90	10,050.00	-6,857.10	31.77 %
5553 Bristol Fund Expense (B&G)	2,727.90	3,259.00	-531.10	83.70 %
5554 Summit House Maintenance Expenses		1,150.00	-1,150.00	
5556 Grounds Contractual Services	7,400.00	7,800.00	-400.00	94.87 %
5559 Gardens and Grounds Expenses	1,540.46	1,200.00	340.46	128.37 %
5561 Buildings Reserve	1,104.00	3,000.00	-1,896.00	36.80 %
Total 5550 Buildings and Grounds	15,965.26	26,459.00	-10,493.74	60.34 %
5580 Utilities				
5581 Telephone & Internet	1,689.18	3,600.00	-1,910.82	46.92 %
5582 717 Main Bldg Gas, Water, & Sewer	1,465.57	4,000.00	-2,534.43	36.64 %
5583 717 Main Bldg Electricity	2,671.33	8,000.00	-5,328.67	33.39 %
5584 Summit Gas, Water & Sewer	852.84	350.00	502.84	243.67 %

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
5585 Summit House Electricity	925.68	3,000.00	-2,074.32	30.86 %
5586 Edgewood Lane Parking Lot Electricity	119.47	300.00	-180.53	39.82 %
5587 Trash and Recycling	492.00		492.00	
Total 5580 Utilities	8,216.07	19,250.00	-11,033.93	42.66 %
Total 5500 Congregational Administration	44,853.85	113,059.00	-68,205.15	39.67 %
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	56,179.65	149,001.00	-92,821.35	37.70 %
Uncategorized Expenditure	231.92		231.92	
Total Expenditures	\$267,665.11	\$588,984.04	\$ -321,318.93	45.45 %
NET OPERATING REVENUE	\$38,676.99	\$ -1,447.04	\$40,124.03	-2,672.83 %
Other Revenue				
8975 Unrealized Gain/Loss - UUCEF	165,436.39		165,436.39	
Total Other Revenue	\$165,436.39	\$0.00	\$165,436.39	0.00%
Other Expenditures				
5910 Endowment Withdrawal	29,000.00		29,000.00	
Total Other Expenditures	\$29,000.00	\$0.00	\$29,000.00	0.00%
NET OTHER REVENUE	\$136,436.39	\$0.00	\$136,436.39	0.00%
NET REVENUE	\$175,113.38	\$ -1,447.04	\$176,560.42	-12,101.49 %

2025 Temerson (Minister) Housing Allowance Expense Form

Housing Expense	Actuals Jan-Dec	Estimated Jan-Dec	Comments
Mortgage Payment (p&i)		22,752.36	
Property Taxes (Escrow)		7,715.28	
Property Insurance		779.00	
Utilities (elec, gas, water/sewer, telephone, internet/tv)		9,080.08	
Furnishings/Appliances		500.00	
Structural repairs/remodeling		5,000.00	
HOA (lawn & trash)		1,260.00	
Misc.			
TOTAL	0.00	47,086.72	\$47,085
			↓ per month = \$3,924
			↓ per payperiod (26) \$1,811