

Unitarian Universalist Congregation of Charlottesville

Congregational Meeting: June 4, 2023 Approved Minutes

1. Meeting was started by President Pam McIntire at 12:36 pm

This meeting is being held by multiplatform, rather than just in-person, to ensure that as many congregants as possible can participate.

Our bylaws state that members must be present to vote at a Congregational Meeting.

II.2 - Voting. Any member may vote if present at any meeting of the congregation held at least thirty (30) days after he/she has signed the Membership Book.

We will be voting today for positions on the Board of Trustees and Nominating Committee and Personnel Committee. We will also be voting on bylaw changes, on approval of the mission statement, and on approval of the budget.

2. Pam McIntire called the meeting of the Unitarian Universalist Congregation of Charlottesville to order at 12:43 pm.

Pam reviewed parliamentary procedures and zoom procedures

3 Establishing a quorum: Membership stood at 314 members as of May 05, 2022. According to our Bylaws 10 percent of the membership or 32 members constitutes a quorum. **Breck Gastinger, the Head Teller reports:** 75 members are present in person and online, which certifies that this constitutes a quorum.

4. Greeting: Pam

Invitation to read the Covenant of UU C'Ville together, which was then read.

Pam: I begin by recognizing and thanking **Rev Tim and Rev. Leia**; also **Hayley Owens**, our board Secretary, who is taking minutes for us today; **Kelsey Cowger**, who is serving as our Parliamentarian; **David Grey**, Chair of the Nominating Committee which has prepared nominations for today's meeting; **Bev Ryan** to present the Bylaw changes, **Kay Frazier**, our treasurer to present the proposed budget; **Breck Gastinger and Bev Ryan** helping here in person with registration and voting; **Steven Brecker** for being the timekeeper, **Renee Brett** who is online to help and **Greg Macintire** who is available online and by phone for help; and all members of the church staff and Board who have helped prepare for this meeting. I also want to extend a special thanks to **Sean Skally** and the entire tech team and staff for running the Zoom part of this meeting and providing extra technical support.

5. Opening words and chalice lighting: Rev. Tim Temerson

6. Approval of this meeting's agenda: Pam

Ann Salamini made a motion. Jeanine Braithwaite seconded the motion. A **majority** of the attendees

voted in favor of the agenda. There being a majority vote in the affirmative, the motion carries, we have approved the Agenda.

7. Annual Reports - Pam

PAM: Annual Reports are required from all Committees and Councils. They include Committee members' names and a report of accomplishments of the year and plans for the future. They are the annual report of the state of our congregational life. We'd like to thank Beth Ryan for obtaining the reports from each committee and for compiling this report.

They are collected on the website and in a binder in the church office and posted to the website. These were included in our published agenda and here again is the link under Governance on the website.

<https://uucharlottesville.org/wp-content/uploads/2022/05/2021-22-Annual-Reports.pdf>

In addition, our Policy Review Team, Beverly Ryan and Sandy Brooks have led us to revise updates to our Policy Manual this year: Gifts and Grants Policy under the Finance heading, Conflict Resolution Policy in Section VIII replacing the "Security Policy", and Remembrance Garden Policy.

The Personnel Committee revised the Personnel Policy Manual concerning staff benefits. The Manual is on our website: (tech crew please post these)

<https://uucharlottesville.org/about-us/board-governance/>

8. Approve minutes of June 27, 2021 Congregational Meeting

PAM: The next item of business is the Approval of the Minutes of our last Congregational Meeting.

Beverly Ryan made a motion to approve the minutes of the June 27 2021 Congregational Meeting. This motion was seconded. A majority of the attendees voted in approval of the minutes of the June 27 2021 Congregational Minutes. There being a majority vote in the affirmative, the minutes are approved as distributed.

9. Lead Ministers Report - Rev. Tim Temerson

REV. TIM: Could not be more happy and joyful about how this congregational year has gone. We have done great work together and more importantly is how we are doing it. We have a joyful, forward looking spirit, and good will. It is a joy to serve as lead minister. This was a busy year - we celebrated Rev Leia's 30 years of service. We dedicated our congregation's new name sign on rugby road. We have been moving in the same direction together. Amazing to work with the talented and committed staff at the congregation. UU C'ville has a lot of talent. Thinking ahead to what we will be working on next year - strategic plan. Once we have focus and effectiveness there is nothing stopping this congregation.

10. Minister of Faith Development - Rev. Leia Durland-Jones

REV. LEIA: Shining moments from this year: grateful for all the hard work that we have been doing to rebuild together as we have come out of the pandemic. We have had to be flexible and come back with more intention with strength and courage. There is great depth of care shown through our pastoral care,

carenet, and food service sunday. We can be proud of what we create together.

Adult faith development program has had a wide offering. This is great for adults to model to young people about continuing to grow. Thanks to Margret Gorman for the meal packets - going to think about how to shift that program to be less on Margaret and Micheal's shoulders. This is a great program as it also engages our congregation's youth.

Youth programs were very strong this year. The kids and adults came week after week, and we should be proud of our youth in their willingness to engage coming out of Covid. Our younger children have been impacted in significant ways in Covid. It was important for us to offer paid child care for an hour after the service so that children can play and parents can connect. It has been hard to answer the need emerging from children's RE because there were not enough volunteers for the program - hope that folks will consider volunteering next year. We will also need people to serve on the Children's Education Committee. We are going to build the committee again - consider joining.

Appreciation for the staff - this is an amazing team that works hard together to support the congregation.

Next week Rev. Leia will be finishing up the certification program for holding space.

11. President's Report - Pam McIntire

Good Afternoon. It is so good to be here at the first UUCville Multiplatform Congregational Meeting. I am so happy to see everyone and am grateful for your patience and good humor as we conduct the business of our church.

Rather than read my report, you can find it on [uucharlottesville.org](https://uucharlottesville.org/wp-content/uploads/2022/05/2021-22-Annual-Reports.pdf). At this link with the other reports. I hope you have or will take a look at it to catch up on some of the important happenings from this year.

In summary: UUCville is coming out of the pandemic a very different congregation than we were three years ago. Even in the last year, we have grown and changed.

Through the pandemic we missed being together in person and we realized the importance of supporting each other and nurturing our whole community. I think we now have an even greater appreciation for each other and for having fun together.

Through the pandemic, we suffered financial hits with reduced fundraising, plate collections, and rentals, but we have been able to re-evaluate our priorities and to not only make it through, but come out thriving with a record pledge drive this year and renewed commitment to broad long term stewardship plans.

Through the pandemic, we became even more aware of the inequities and suffering in our community and the world and we have seen how precious it is to have a safe place for free intellectual, emotional

and spiritual growth. We have become even more active on behalf of justice with increased volunteering and with record monthly social action collections.

I know that UUCville has been loved and valued for 80 years, and it seems to me that in the last years, our congregation has become an even more important part of the world. We are a beacon of hope that people can welcome differences, treat each other with care and respect, grow each in their own way, and make the world a better place - as we bring love and commitment to action.

Though it has been a challenging year, we have grown in appreciation for our community, flourished in our stewardship, and seen how much we are needed in the greater world.

12. Treasurer's Report - Kay Frazier

The next item of business is the Treasurer's Report. The budget for 2023/ 2024 will be voted on later in the meeting. Our treasurer, Kay Frazier, has submitted a written report which was distributed with other meeting materials that were sent to you. Anyone who does not have one can put a note in the Chat box or raise your hand if you are present in person and we will make sure to get it to you by email or the church office. It will also be available in the meeting minutes on the church website.

<https://uucharlottesville.org/wp-content/uploads/2022/05/TreasurersReport-2022-Budget.pdf>

11. Adoption of the New Mission statement - Jeanine Braithwaite and Chris Little

In total, 17 cottage conversations were held with 120 congregants participating in the process to craft our mission statement. It was a wonderful experience to be on the mission statement team.

The existing mission statement was not flawed or broken, the desire for a new mission statement is an acknowledgement that we are a part of a different time. The mission statement answers: Why are we here? What is our purpose? Where we are now and where we are going are going to be asked during the strategic planning process.

**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.

Community was a theme that kept coming up again and again.

Next three lines elaborate on how we do this.

"body" and "safe" were added after the feedback session.

"Together" means unified as a congregation and in partnership with others in our community.

The committee tried their best to reflect what they heard in the feedback sessions.

Discussion and questions

- Laura Wallace - Expressed the importance of the word "healing" in our mission statement.
- Kathrine Jenkins Djom - Sees the absence of healing in the community as very damaging. Consider including the word.
- Christine Gresser - would like to see it shorter, love in action. How is it different from our previous mission statement? Love for all? What about Nazis? Wish there had been cottage conversations after the final crafting to refine the statement that we are voting on right now. Feels like a great first draft, but feels like some spirit that is missing.
- Kelsey Cowger - There were cottage conversations and meetings to discuss the statement.
- Kim Grover - Appreciation for the work that went into this. Excited about it. Recognize that today is the first day that they are looking at the final draft. It feels like it is almost there. Sees a mission statement as a goal - wants to see "we hope to" "we strive to."
- Ann Salamini - Since today we would be voting on this in its entirety - recommend we vote no so that we have time to refine the statement.
- Kathy Lawder - Appreciate all the work that people have put into crafting this. It feels important to Kathy to see the 7 principles reflected in this. Kathy suggests that we vote yes even though it is not perfect.
- Sharon Baiocco - I love the simplicity of this new mission statement, with the addition of "healing," and, perhaps the elimination of "for all."
- Karen Lewis Foley - I'd like to second Kim Grover's statement that a "Mission" is more than what we are at the present time. It's about what we strive to be and do in our own community and in the world. That's always been the meaning of Mission. Like Ann Salamini, I also was unaware of follow-up conversation.
- Shirley Paul - I'd like to have the word "free" in it.
- Kristen McCleary - I like the idea about healing but would seek to find another word. I think this is about restoration for the past more than healing; restorative justice
- Rev. Tim - The Mission statement does not need to be perfect. The heart and soul is going to be building off of this statement. Don't let the perfect be the enemy of the good. We would welcome a nazi if they were in covenant.
- Kim Grover- if we vote this down we would need to have another congregational meeting.
- Jill Payne- if we vote yes, can we vote to amend the words about healing.
- Breck Gastinger, a member of the mission statement committee - This process in some ways more important than the words. Engaging the entire group in the process is a good thing. Vote yes and commit to supporting our congregation get closer to our ideals.
- Kristen Cleary - like the idea of healing, but seeks to find another word. I think it is about restoration and restorative justice.

Pam made a motion to approve the new mission statement by an up or down vote. Meg Dunham seconded the motion. The tellers announced that the vote was 70 for, 4 opposed, 5 abstentions.

Since there was a majority vote in the affirmative, the motion carries, we have made this change to our mission statement.

Election of Board of Trustees Members and congregationally elected committees - Pam asked Danny Grey, Chair of the Nominating Committee, to report the slate of candidates.

This year's slate includes:

Board of Trustees

- President: Pam McIntire (2 years)
- Treasurer: Kay Frazier (2 years)
- Member at Large: John Griffith (3 years)
- Member at Large: Achsah Carrier (3 years)

Personnel Committee

- Bob Brett (3 years)
- Cathy Lawder (3 years)

Nominating Committee

- Amy Nash (2 years)
- Laura Wallace (2 years)

PAM: We will now move to other nominations. The question was asked if there were any nominations from the floor? There were no nominations from the floor.

PAM: With no nominations from the floor and each position having as many candidates as open positions, I declare that these nominees are elected by acclamation:

Board of Trustees

- President: Pam McIntire (2 years)
- Treasurer: Kay Frazier (2 years)
- Member at Large: John Griffith (3 years)
- Member at Large: Achsah Carrier (3 years)

Personnel Committee

- Bob Brett (3 years)
- Cathy Lawder (3 years)

Nominating Committee

- Amy Nash (2 years)

- Laura Wallace (2 years)

I do especially want to thank all those people who have served on the board and the Nominating committees who are stepping off. We greatly appreciate all your many hours of volunteering and all your hard work on behalf of the congregation!

From the board: Breck Gastinger and Steve Brecker

From the Nominating Committee: Jude Bias, Danny Gray, and Breck Gastinger as our Board Liaison

12. Thee proposed changes to the bylaws:

BEV: Motion to Amend Bylaws

- i. Change the name of our congregation from “Thomas Jefferson Memorial Church Unitarian Universalist” to “Unitarian Universalist Congregation of Charlottesville” throughout the bylaws.
- ii. Change the term “church” to “congregation” throughout the bylaws to be in alignment with our name change.
- iii. Change the mission statement in the bylaws section 1.2. Currently it states: Mission. Thomas Jefferson Memorial Church – Unitarian Universalist is a church of the liberal tradition rooted in the heritage of Unitarian Universalism and dedicated to the belief that in every individual there are extraordinary possibilities. WE ARE committed to the individual and collective pursuit of spiritual growth, social justice, and lifelong religious education and understanding. WE FOSTER an open and free community in which we share our gifts, care for one another, and honor our differences. WE SEEK to have a lasting influence on local, national and global programs that promote equity and end oppression” to:
 “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.”

No discussion.

PAM: The question is on the change to the bylaws as proposed.

The tellers announced that there was a majority vote in the affirmative.

Since there was a majority vote in the affirmative, the motion carries, we have made this change to the bylaws.

13. Presentation of Budget for 2023-2024 for approval

Kay: Putting more budget information online over the past year. There was a collaborative approach for developing the budget this year. Discussions on values and how to use our resources in a fair way. Having the conversation about our purpose – what our needs were and what our wants were. This is a balanced budget. Continue on a path to improve financial stability. Priorities - 12-months salary for our Developmental Minister. Increases in staff salaries and health care benefits. Continued support for dual platform services and video editing. Increases in grounds maintenance, utilities, professional services and childcare. Funding requests from staff and committees to continue ministers programs. Including music, faith development, and justice work. Payment of \$5,000 on a \$39,000 no-interest loan.

Priorities Not Funded:

UUA contribution remains at \$5,000. The fair share is \$37,500

Reserve funds.

SAC is no longer being included in our budget and is moved to a designated account for improved transparency and accounting management.

Program budget - organized resources (line items) in program areas that relate to our mission, purpose, and goals. This is an estimate of how staff have spent their time on our programs.

<https://uucharlottesville.org/wp-content/uploads/2022/05/FY23-Budget-line-item.pdf>

<https://uucharlottesville.org/wp-content/uploads/2022/05/FY22-23-Program-Budget.pdf>

Kay: I move to accept the budget as presented. Jude Bias seconded the motion.

PAM: Opened the question for discussion.

- Kristen McCleary: I wanted to add to what Leia said about childcare. My daughter is 14 and she got paid for the first time for a job by helping out. It gave her experience working with children and she loved it. So this supports our Coming of Age youth as well. Thanks for this opportunity for them!

There being a majority vote in the affirmative, the motion carries, we have approved this budget.

16. CLOSING WORDS AND EXTINGUISH CHALICE: Rev Leia

17. MOTION TO ADJOURN

Michael Gorman made a motion to adjourn the meeting and Kelsey Cowger seconded the motion.

There being a majority vote in the affirmative, the motion carries, and we have adjourned the Congregational Meeting of the Unitarian Universalist Congregation of Charlottesville.

Minutes respectfully submitted by Hayley Owens, Board Secretary