

Vice-President's Annual Report on UUCville Committees 2024-2025

Aesthetics Committee

The Aesthetics Committee met twice this year.

The Aesthetic Committee (Elizabeth Breeden, Ellie Syverud, Beverly Ryan, Bev Thierwechter, and Ann Salamini approved the color and style of the metal doors on the Edgewood Lane Entrance. The current doors will be installed as the Parlor doors, adding light to the Parlor and allowing meetings in the parlor to not be disrupted. In October the Aesthetic Committee (Sandy Brooks, Sally Taylor, Beverly Gorham, Donna Redmond, Jude Bias and Elizabeth Breeden) approved the paint colors for the Foyer, the Elevator and Nametag Hallways and the Edgewood Lane Hallway and Stairs. Submitted by Elizabeth Breeden

Altar Decorations

Members: Lauren Doran, Bonnie Hansen, Anita Holmes, Debby Norton and Patty Wallens

We meet monthly to create the altar decorations for the month, based on the ministerial theme, and take photos for use in the weekly email and website. We also gladly work with congregants as needed to adapt/modify/create altars for special events such as weddings and memorial services.

Archives

Members: Wayne Arnason and Sally Taylor
Continues to be inactive this year

Art Show

Committee Member: Elizabeth Breeden.

The Art Show is in our Sanctuary and on our website: <https://uucharlottesville.org/?s=art+show> and is exhibited for 2 months.

July/August, 2024 Kathleen Hutter

September/October, 2024 Flame Bilyue

November/December Season of Light 2024 All church invitational group show

January/February, 2025 Boz Art: Shirley Paul, Cindy Stegmeier, Juliette Swenson

March/April, 2025 Janice Walker

May/June, 2025 Linda Nacamuli

In addition, each December we invite church artists and crafters to display their wares for sale between Thanksgiving and Christmas. All artists and crafters donate 10% of sales back to the congregation.

Submitted by Elizabeth Breeden

Building Committee

Members: Lorie Craddock, Elizabeth Breeden(co-chairs), Jude Bias, Beverly Gorham, Kim Grover, ex officio: Steve Rogers, Facilities Manager

The Building Committee works in partnership with the Church Administrator to create a budget for the ongoing maintenance of the church building and of Summit House. Although the Church Administrator signs vendor contracts, the Building Committee researches improvements and large contractual commitments and takes them to the Board for approval.

Projects from Last year's to-do list:

- Boiler room winterized by Harry Craddock.
- Basement flooding resolved by a more thorough overseeing of gutter leaf cleaning with follow-up by Steve to assure the leaves are not left in the stairwell. Monthly check by Steve to make sure the drain is clear. Proposed a yearly inspection of stairwell drain by Rotor Rooter.
- Steve has updated and overseen the contractual agreements for Gutter cleaning and downspout cleaning for both buildings, Pest control, HVAC service and Elevator inspection.
- The Summit House Fire Panel has been updated.
- The HVAC system in both the lower hall and Summit House has been repaired.
- The Basement Fire Panel will need to be updated in the future (\$5600)
- The lights in the Social Hall still need to be repaired. The Basement tile flooring has been sealed using the regular budget's \$600.

The major item on this year's agenda was to replace the tile in the Social Hall, Office Hall and Ramp Hall. It was decided to contract the work in the next fiscal year (2025-2026) at a cost of about \$25,000 and use Facility Improvement funds (\$2500), Endowment funds (\$2500) and Minister's Discretionary Funds (\$500) and ask for a targeted fundraising to members in late May/June for the remainder of the money.

In addition, the water heater in the crawl space below the office suites is very old and will cost about \$3000. It is suggested that we start to save for this expense before it breaks. The office carpet still needs to be replaced ((\$4200)

Submitted by Elizabeth Breeden

CareNet

Members: Lara Call Gastinger & Sandy Brooks

CareNet is a network of all members and supporters of UU Congregation of Charlottesville designed to help members and supporters of our community during times of special need. We speak with the person needing assistance to determine their needs and place requests via email. CareNet efforts are coordinated with Pastoral Visitors and the ministers. CareNet provides meals for church members using www.takethenameal.com to coordinate meal delivery.

Communications

The Communications Committee works to enhance relations within our church community, broaden our outreach, and sustain and strengthen our connection with one another. The committee maintains the UUCville website, adding and updating content submitted by staff and congregation members. Weekly the committee posts information about upcoming worship services, news, events, and activities within our congregation. The committee also posts to the congregation's social media accounts:

Facebook: <https://www.facebook.com/UUCCharlottesville>

Instagram: @uucharlottesville

YouTube channel: <https://www.youtube.com/@unitarianuniversalistcongr1794>

BlueSky @uucville.bsky.social

The Communication Team in coordination with the Membership Committee and the ministers also manage the UUCville private Facebook page.

On request, committee members work with staff and congregation members on other communications projects, such as the Wednesday and Friday newsletters, the pledge drive newsletter, and Stewardship Steering Committee newsletter as well as special social media posts for committees, and creating brochures, posters, and forms.

2024-5 Committee members include Jude Bias, Achsah Carrier (Board representative and committee chair), Joanna Hickman, and Angela Orebaugh. Rev Tim also attends our meetings. Angela creates videos for us. Jude does photography, as well as writing and posting content on the website, Instagram and Facebook and is an administrator of our Facebook account. Joanna keeps our Sunday service information up to date on the website and is an Administrator of our Facebook account.

Probably the biggest project during the year was rewriting the UUCville Communications policy (approved 10/23/24) and our work with the 2025-6 Pledge team to create a weekly email newsletter, videos, and content for social media and the website. Sandy Brooks stepped in to contribute enormous help with this. In addition, we have done the following, as well as other smaller tasks:

- Helped the Stewardship Steering Committee with their quarterly newsletter and made improvements to the stewardship section of the website
- Created collateral material and logo for the Planned Giving Committee as well as creating and adding information to the website.
- Assisted Auction Committee in creating Fall and Spring Auction website (Auctria).
- Helped the SSC Breeze Task Force clean up Mailchimp Audience.
- Worked with a consultant to repair backend problems with the website.
- Participated in the Stewardship Steering Committee's Service Fair.
- Updated the Social Action section of the website to make our activities clearer, and added and maintained a Take Action page.
- Assisted the Board of Trustee in disseminating information about monthly board meeting information, President's and Treasurer's monthly reports, and the 2025 Congregational meeting.

- Posted weekly, more attractive, announcements created in Canva about Sunday services.
- Joined BlueSky, where Rev Tim posts regularly.

Submitted by Achsah Carrier, Chair

Covenant Groups

Coordinator: Diana Scott

2024/2025: I'm Diana Scott, the new Covenant Group Coordinator at UUCville and I'm eager to begin identifying, stewarding, and helping our CGs here. I'm very enthusiastic about CGs and the opportunity to develop deeper relationships within a small group, with people who wish to deepen their spiritual connection to the church, to each other, and, of course, to support one's own spiritual path. For me, it's a time of lively discussion as well as thoughtful exploration. And, as a fairly new member here but a decades-long UU, it's a way to merge from a Cville newbie to a committed participant.

I took over the coordinator position from Patsy Swindler and Cathey Polly. I met with them and appreciate their enthusiasm and kindness as well as the box of materials and notebooks they handed over to me which shows a long commitment to fostering small groups at UUCC.

I sent out an inquiry email to the group leaders that I was made aware of. Finding out which groups are extant was my focus this year in order to revitalize support for them and to solicit thoughts about their membership, platform, format, and whether they need/want new members. I discovered that a few who had been using the Soul Matters curriculum had met for one year and ended, and that another one had become more of a support group as the members had aged and had significant health problems - which shows the myriad ways in which the CG becomes its own church family, faithfully serving members' needs.

Some feedback received from the inquiry: as CGs are expected to participate in or foster a service project, they would like a list of things that they might be interested in doing; it's hard to come up with the projects, would like assistance. Also, a link to someone at the church who would be willing to explain or train for successful use of the church zoom account.

2025/2026 goals: I anticipate an effort beginning with the opening of the church year (September) publicizing CGs, linking interested members, and starting new covenant groups. This would consist of newsletter notes, reaffirming small groups on church website and appearing at a service giving an announcement about covenant groups. Rev. Tim has approved of that. Also, I want to develop a handout for new member groups.

Finally, I'd like to develop a list of a few activities that CGs might participate in as their service project and learn a bit about the church zoom platform so I can be helpful with that.

Submitted by Diana Scott

Honoring Elders Garden Party

The Honoring Elders Brunch was held on Saturday, September 28, 2024, continuing an annual tradition since 2006. All members ages 70 and up were invited. The preparation for the event included review of the "70 and Up" tag in Breeze to ensure everyone was captured, even if they didn't have a DOB in the system. We also tabled at the Service Fair, to ensure awareness of the event. Paper invitations were sent to those who did not visit the table at the Service Fair. Out of over 140 people invited, we had about 50 people attend a lovely brunch. Organized and hosted by: Carol Gardner, David Shutt, Christine Johnson, Nancy Hurrelbrink, Cathy Lawder, Heather Powell and her kids, Alicia Lee, Jude Bias, Cindy Dent, Leslie McFaden, Mary Beth Wiley, Maria Puente-Duany, Kate Soderman, Julianne Allen, Bev Gorham, Lorie Craddock, Ann Salamini, and Kasha Viets-Wood.

Submitted by Carol Gardner

Finance Committee

Group/Committee Name: Finance Committee

Chair Person(s): Marian Wendelin

Group/Committee Members:

Kay Frazier (Board Treasurer)

Jim Gorham

Gloria Morgan

Donna Redmond

Carol Saliba

Rosalie Simari

Doug Webbink

Group/Committee Overview:

We act as an oversight committee and advise the Treasurer and the Board on financial matters, including the creation of a budget. Additionally, we consider gifts and fundraising requests and other issues related to the finances of UU C'ville.

2024-2025 Accomplishments:

The Finance Committee assisted in the preparation of the FY25-26 budget for Board approval, including several budget drafts. We continued to monitor the financial reports each month and advised the Bookkeeper on reports and procedures. Other activities:

- Approved reinvestment of the money from the original CD (which matured) into another CD to continue to generate interest income.

- Monitored Buildings & Grounds requirements for immediate repairs (there have been several) and suggested routes for funding.
- Reviewed the Ministry for Earth's proposal to purchase renewable energy credits using money from a member's gift for the first year. Recommended to the Board that they approve the purchase of the REC's for the first year using the gift.

The Finance Committee continues to meet monthly on Zoom and conduct business by email as required.

2025-2026 Goals:

Continue with budget preparation activities and monthly review of financial reports. Advise the Treasurer and the Bookkeeper on policies and procedures, as well as revenue enhancement and expense reduction opportunities. Approve gifts and expenditures as required.

Submitted By: Marian Wendelin, Finance Chair

Food Ministry

The Food Ministry is both the active outreach to the larger community through the Food Pantry and the Soup Kitchen but is also the support for our own members through grocery gift cards and fresh vegetable giving Sundays.

The Food Pantry has 30 volunteers who distribute food received from the Food Bank each first Friday of the month. We spent on the average \$300 a month for 1383 lbs. of food and toiletries. Each month we distributed food from the Food Bank as well as fresh vegetables from the gleanings of the Society of St. Andrew (Liberty Powers help) and bakery items from Whole Foods (Caroline Heins work) and purchased cleaning and personal care products. We served an average of 80 individuals from 23 families. We purchased 50 gift cards worth \$25 each. We provided gift cards to Food Pantry clients in lieu of turkeys in November.

We also provide our ministers with gift cards for church members in need. These are distributed at Thanksgiving and Christmas and throughout the year. (Gift card total purchase =\$2430)

The Soup Kitchen is an effort to feed lunch to those in need at the HAVEN every Sunday. The team leaders are Bonnie Hansen, Mark Foley, Elizabeth Breeden, Hannah Baran, Susan Kaufman and Nancy Hurrelbrink. Each team has about 10 members and we feed about 60 people each week. Team members provide food using their own contribution. Through an appeal among these teams we have been able to pay for a Range top, which was broken in the HAVEN kitchen.

The Food Ministry Social Action Collection Appeal also pays for supplies for feeding the guests of PACEM.

Submitted by Elizabeth Breeden & Carol Saliba

Gardens and Grounds

The bulk of our expenses went for contracted services that needed to be performed. The work we were able to perform include:

- Removal of a tree that was in danger of falling and taking out all of the lines between the church and Summit house.
- pruning and dead limb removal from our large white oaks between the playground and Summit house.
- lower limbs and pruning of several trees were removed throughout the campus including the playground. That was a safety issue within the playground areas.
- trees were cut back that were against the church, fellowship hall, and Summit house.
- Thanks to Rev.Tim, we were also able to prune the trees over the road and lower parking lot as well as remove all dead limbs that were in danger of falling in those areas.
- We planted 160 Pachysandra plants on the corner of the Summit house parking lot to provide ground cover and decrease erosion of that corner.
- We refurbished and erected a bird feeder in front of Summit House.
- We have installed a new Bluebird house between the garden and native plant flower garden boxes behind Summit House. Please look but do not disturb. That brings our total birdhouses to three.
- The fence in the lower parking lot has been shored up. It was falling down.
- We had to jump into reserves to pay for two separate snow removals and salting! It has been some time since that was needed.
- We found a new company to treat our Ash trees. They were able to treat our 5 large Ash trees and helped us get a 50% reimbursement from the state for this treatment. No treatments will be needed in FY 2025-2026.
- Weeding and mulching continues. Anyone interested in helping, we would welcome the help.
- We welcomed Steven Rogers to our Grounds team. He has a UUCC staff role helping with grounds issues and handling of all contractual help.

- Many thanks to...

Bernie Davis, Bobbie Williams, Elizabeth Breeden, Judy Bias, Ruth Douglas, Lorie Craddock, Mary Beth Wiley, Steven Rogers

Glenn Short Trust Committee

During the 2024-25 fiscal year the foyer and Edgewood Lane hallway including the stairs to the second floor were painted and the roof leak was sealed. The balcony was carpeted with the same color rug as the sanctuary. The Rugby Road doors were stripped, painted and repaired. The Chapin Garden door was prepped and painted. We sealed the new tile floors in the Edgewood Lane entrance and foyer. We have ordered wood doors and hardware to replace the present Edgewood Lane doors. We plan to use the old doors to replace the parlor doors. We have arranged for the new Edgewood Lane doors to be stained and finished and then installed when they arrive. We plan to replace the outside locks for the church building and to have the outside of the Parlor windows painted as soon as the doors are installed.
Submitted by Sally Taylor, Chair Glenn Short Trust Committee.

Hospital Meal Packet Program

UCCville continues to support the Social Work office at the UVA Hospital with Meal Packets on a regular basis. After many years of loving stewardship by Margaret and Michael Gorman, the program has shifted to coordination through the RE Committee and Terry Epp. Approximately every six weeks, an assembly day is scheduled with one of the RE classes. It is a great opportunity for our school age children to help local families in need and practice putting Love into Action.

The Hospital Meal Packet program provides healthy, non-perishable food to people that have friends or loved ones at the UVA Hospital and are unable to afford food during their stay. Each meal packet is intended to provide one person with enough food for one day. In addition to the food, a card with words of loving kindness from UCCville is included.

In 2024, we delivered over 900 meal packets to the UVA hospital. Each meal packet costs between \$5 and \$6, and UCCville supports the effort through the Social Action collection once per year.

Hospitality

No report

Labyrinth Ministry

Labyrinth Ministry members: Rev Leia Durland Jones, Patty Wallens, and a number of congregants and community members who gather for specific events.

The Labyrinth Ministry offers opportunities to the UCCville Congregation and the larger community to experience the spiritual practice of walking the labyrinth, either on one of our 4 physical labyrinths or by "walking" with a finger on a finger labyrinth.

We have offered a number of opportunities this year. On New Year's Eve, we held an open walk and people of all ages walked the outdoor labyrinth. There was a table offering slips of paper to write down hopes/dreams/affirmations for the coming year (these were tied on a wreath which is in the church for the year) and to write down what needs to be released from this year (these were burned in a home wood stove). On February 21-22, we were able to offer the Women's Dream Quest at church, facilitated by Judith Tripp, and organized by the Dream Quest Planning Circle, with 45 women attending. We were able to open the large Chartres-design canvas labyrinth in the Social Hall, and this was the focal point for the retreat, walked many times throughout the retreat. We are planning to participate in World Labyrinth Day on May 3 by holding a walk on the outdoor labyrinth from 1-2 pm, in solidarity with labyrinth walkers around the world.

Membership Committee

Committee Members in 2024-2025: Kate Soderman, David Shutt, Beth Jaeger-Landis, Sarafina Wipf, Bob Brett and Rev. Tim Temerson

In Fiscal Year (FY) 2024-25, the UUCville Membership Committee (MC) continued to work with Rev. Tim in support of his leadership and guidance of our congregation's Membership Ministry. Rev. Tim has been, together with our committee's lay leaders and committee members, ensuring that warmth, active welcoming, and an accelerated and guided path towards membership (signing the Membership Book) continues to be the norm for how UUCville does Membership.

The MC chose this year to not have a named Chair, but to function with Chair responsibilities spread among its members. The MC held a committee retreat in August 2024 to bond, set goals, and discuss future initiatives. The MC also welcomed friends and members to the MC/Greeters table during the churchwide Service Fair in September 2024. Our ongoing initiatives are listed below.

Newcomers Circles and New Members & Friends Classes (and a couple potlucks):

Nine Newcomers Circles were facilitated by Rev. Tim and Kate this FY. (August 11; October 13; November 10; December 8; January 19; February 9; March 9; May 18; June 22) With a grand total of 81 people attending.

Two New Members and Friends Classes were held this FY in November 2024 and May 2025, attended by 25 people resulting in the signing of the Membership Book of many attendees.

And on February 1 and May 31 the MC hosted New Member Potlucks. Both well attended by new members with folks getting to know one another on a quieter and deeper level while sharing amazing food and drink.

Greeters Program:

The Greeters Program continued this FY to be a bright and welcoming small group of folks who do a great job each Sunday. The smallness of the group has been a source of discussion within the MC with hopes of growing the team to fully station every entrance way, every Sunday in the future.

The Welcome Table (plus Bulletin Board):

The Welcome Table continues to provide new attendees and long time congregants alike with a smiling face and table covered in information. Spearheaded by Kate, name tags are provided, information on newcomers is gathered, and just a loving warm welcome is given. It's the go-to place for those looking for our true welcoming essence.

Also, this year the MC was provided bulletin board space inside the Edgewood Lane entrance. Sarafina has transformed the blank canvas into a MC information smorgasbord.

The Connections Table (Newcomers Table):

We worked on fine-tuning how best to run the Connections Table. Using Membership Committee members and/or Board representatives to stay close and welcome anyone with questions. But as the year progressed, we found it better suited to serve as a meeting place for newcomers. Identifiable by the red tablecloth and signage. This seems to have served a better and easier way for new attendees to connect with other new folks as well as long time congregants who can keep an eye on the table and approach in a welcoming manner.

New Member Recognition Ceremony:

The New Member Recognition Ceremony will be (as of the writing of this report) held Sunday, May 18, 2025. Since the last ceremony 28 people have signed the Membership Book.

Summary:

Though the Membership Committee operated with fewer members than years past, the group did an amazing job of providing a welcoming presence for our new and potential members. It has been uplifting, and encouraging, to have so many people entrust this loving community to be a safe haven for them. The Membership Committee continues to be committed to assisting Rev. Tim and the congregation to make sure the membership ministry remains a robust and dynamic asset to this community.

Submitted by Bob Brett

Ministry for Earth

Co-leaders: Kim Grover and Ellie Syverud, who are grateful to everyone in the congregation who has helped our congregation to be more sustainable this year. Here are the specific actions we have taken this church year:

- Hosted both a fall and spring Sustainable Eating (SE) Potluck event to encourage members to cook and eat more sustainably.
- Provided several opportunities for members to engage in legislative advocacy through petitions, letters, and emails.
- Co-led with Rev Tim our 2025 Earth Day Service which included giving away native seeds and native tree starters.
- Provided regular newsletters to our 60 member MFE list outlining positive environmental actions being taken around the country and the world and alerting our members to actions that they can take to help save our environment, including calls to legislators and community workdays.

- As a result of our promotion of a City Council meeting regarding city transportation, David Judd testified before the city council on the subject of applying for grant money for purchasing additional electric buses for the school district.
- Organized and promoted several postcard writing campaigns to encourage citizens to vote with the hope that our elected officials will enact climate friendly policies and laws. Dozens of our members have written hundreds of cards over the past year.
- Our member David Judd attended a Electrifying Faith Communities workshop sponsored by C3 (Charlottesville Climate Collaborative) where he learned of several energy saving tips and which will enable us to be the recipient of a \$500 grant to be put towards an energy saving upgrade.
- Promoted the City of Charlottesville's Electric Bike Giveaway, a pilot program to help people obtain climate friendly transportation.
- Held a meeting in the fall in collaboration with the Building Committee to review the June 2024 LEAP report on our main building. At the meeting, we discussed priorities and next steps. Our committee, along with the Building Committee and our Facilities Manager Steve Rogers, are working on several campus improvements as suggested in the report.
- Considered the idea of installing an Electric Vehicle station and determined that it did not fit in with our values
- The MFE Committee in collaboration with the Building Committee explored the idea of Renewable Energy Credits (*Renewable Energy Credits (RECs), sometimes called Green Tags or Environmental Attributes, are certificates representing the environmental benefits of generating electricity from renewable sources like solar, wind, and geothermal. They allow electricity consumers to claim a portion of their energy use comes from renewable sources, even if they are not directly receiving electricity from those sources. By purchasing and retiring RECs, consumers can show they are contributing to the development and growth of the renewable energy market.*) Thanks to the exhaustive work of our members Keith McGlamery and David Judd on this project - and Board approval - the Church is now the proud owner of 67 credits that we provide to the Bonneville Environmental Foundation through their Tribal Energy Fund (TEF) REC program.
- Organized a tour of the Living Energy Farm located in Louisa County (*LE Farm has developed the tools to live comfortably without fossil fuel or grid electricity. They promote energy independence, no power bill, and a dramatically reduced climate change impact*)
- Instituted several 'green' systems in our kitchen and Social Hall. Thanks to the initiative of Sharon Helt and Tamera Helms who have instituted green procedures (composting, using cloth napkins, etc), our church is a little greener.

- Our congregation participated in the UUA's Climate Justice Revival program. Led by Kim with a super assist from Julia Landis, approximately 30 church members came together to:
 - Collectively envision a future for the world we want to create together;
 - Build capacity and skills to work together;
 - Nourish relationships and cultivate connections; and
 - Elevate ideas and prioritize actions that advance justice in our communities.
- Hosted a program facilitated by Panorama Farms on Natural Burials, in which attendees learned about the value and accessibility of natural burials in our area

We thank everyone who participated in helping to green our church, our community, and our world!

Nominating Committee

Nominating committee members: Elizabeth Breeden, Gayle Floyd, Amy Nash, John Griffith, Patrick Migus with guidance of Cathy Lawder and Tim Temerson

The nominating committee met via zoom with seven meetings, the third Monday of the month, September through April. As chair, I would recommend reconsidering the meeting time as January and February are both federal holidays.

We were tasked with recommending President, Treasurer, two at large members, nominating committee and 2 members for the personnel committee. Also, as chair, I would recommend asking committee members to respond to link sent out for zoom meeting as to whether he/she can attend the meeting.

Guided by the spreadsheet of past congregants who had been asked and deferred and working with the ministers and email, phone calls and in person suggestions, the nominating committee reached across the vast diversity of our congregation to tap into potential candidates.

After the committee agreed on potential asks, Rev Tim asked two to be board members and they accepted. Other positions were filled by agreement of the committee and committee members received agreement from those candidates.

The slate of candidates and their length of service will be sent in April to be reviewed by the Board and submitted to the congregation for a vote at the annual Congregational Meeting in June.

Each candidate has submitted a short biography of his/her affiliation with our congregation and other UU congregations.

Submitted by Gayle Floyd

PACEM

Committee Members: Elizabeth Breeden, Linda McGee, Ellen Longmoore, Gloria Morgan, Beverly Gorham, Mandy Griffin

We hosted the Men of Pacem from November 16 to 30. Dinner help was provided by Ebenezer Baptist Church, City Church, Zion UMC, Kulture Kares and the VFW ladies. The APO Service group at UVA helped set up cots with our own member volunteers. During the PACEM season we also provided food at other churches who were hosting both for the Men at Trinity and Ivy Creek Methodist and for the Women at Church of our Savior.

Pastoral Care

Members: Cindy Benton-Groner, Susan Erno, Ellen Longmoore, Shirley Paul, Rosalie Simari, and co-chairs - Patty Wallens and Meg Dunham

The Pastoral Care Team continued to provide support to congregants through in person visits, zoom, phone calls, emails and/or texts.

Pastoral Visitors meet monthly with Rev Tim Temerson to discuss congregant contacts, to support each other and to provide ongoing education regarding topics relevant to our work. Our monthly meetings offer Pastoral Visitors an opportunity to connect, support each other and to keep each other updated regarding congregants. In addition to supporting each other this time is used to discuss and problem-solve some of the challenges that arise in our work.

Patty and Meg also meet a few times a year with Revs. Tim and Leia to discuss congregants and how our team might be able to support them.

Shirley Paul continues to send bereavement cards on behalf of the congregation.

This year, our co-chairs offered three extended meetings for enrichment and education of our team. Topics covered in those meetings were grief, dementia and for our May 2025 meeting, supporting those with ongoing stress.

This has been our second year of providing a physical presence on Sundays by having a member of our team stand by the bowl as members of the congregation come forward to put pebbles representing their joys or sorrows in the water. Then, following the service that same pastoral visitor is available in the back of the sanctuary for 15 minutes to be present with anyone who may have a concern to share or simply wants a compassionate listening ear. Nearly everyone on the team has rotated into this role each Sunday. This practice has been well received and has been an honor for each of us as a way of holding space for others. We continue to average about one person every other week stopping by to talk with the team member who remains after the service. We have received positive feedback from congregants about our presence during and after the services. Several times, people new to our congregation have stopped to share a concern with the team member after the service.

When a congregant is assigned a pastoral visitor, we provide them with an introduction card that spells out our role and boundaries including that what is shared with your

pastoral visitor may be shared with the team, but no further, to help us support each other and our congregants. In addition, this makes it easier for another team member to fill in if one of us is unable to be in touch for a while due to travel or medical needs. The card also states how to reach us.

Two members of our team, Bob Brett and Angela Orebaugh, resigned from the team due to other commitments.

Submitted by Meg Dunham, co-chair of the Pastoral Care Team

Personnel Committee

Chair: Carol Gardner

Committee Members: Bob Brett, Lorie Craddock, Janice Walker, Cathy Lawder, Bev Ryan (Board Liaison), Rev Tim Temerson (ex officio).

Committee Overview: This committee reviews personnel needs, roles, job descriptions, policies and compensation packages related to the congregation's paid staff. When appropriate, the committee makes recommendations to the Lead Minister or the Board of Trustees regarding these items. This committee is also tasked with facilitating the annual performance evaluation process at UU Cville.

Committee Accomplishments 2024-2025:

- Performance evaluations – We are in the process of ensuring completion of 6 month evaluations for the following staff: Sandra Schwartz (Operations Manager) and Steve Rogers (Facilities Manager). Both ministers (Rev Tim Temerson and Rev Leia Durland-Jones) are also due for full evaluations, so we are in the process of working with their supervisors/Board to facilitate that. Where the evaluation identifies changes needed in the job description, the committee will work with the supervising staff member to complete those. This continues to be an area of challenge, as the evaluations can be critical in dealing with performance issues, yet supervisory staff are understandably very busy with other critical issues that continue to displace the evaluations.
- Compensation – in the fall of 2024, the committee closely reviewed the UUA salary recommendations and set out our priorities for this year (in this order): get the Minister of Faith Development position to at least 90% of midpoint, try to get closer to a living wage (this jumped this year to \$24/hour for Charlottesville City), ensure equity between positions of a similar level of responsibility (especially gender equity), and get closer to having all staff paid at or above the UUA minimum (90% of midpoint) for their role and experience. In particular, the Assistant positions were below living wage and much below 90% of UUA midpoint. The committee worked with the Finance Committee, Treasurer, Lead Minister and Board of Trustees to set out our priorities and to make more specific recommendations once the pledge drive was completed. We also addressed changes in compensation related to changing the Bookkeeper position (Sandra Schwartz) into a broader role as Operations Manager.

- Hiring and staff changes – When needed the committee is available to assist with job postings, interviews and hiring in conjunction with the supervising staff member. In this fiscal year, we had a lot of activity on this front: we converted Sandra Schwartz to an employee from an independent contractor (September 2024) including doing her onboarding, hired Steve Rogers as Facilities Manager (October 2024), hired Bryn Malone as RE Assistant (March 2025), and are currently (May 2025) working on hiring for the Office Manager position. The committee also supported supervisors/Board through the departure of Sean Skally (Director of Administration and Finance), Carole McIvor (Office Assistant) and Caroline Heins (RE Assistant). In addition, we completed a review of rules around classification of employees versus independent contractors, and recommended to the Board the conversion of the A/V Tech and primary Childcare positions to employee status (this will become effective in the new fiscal year).
- Lead Minister – the committee and the Chair have met several times with Rev. Tim Temerson. We continue to work closely with him, to support the smooth functioning of the congregational staff.
- Benefits – Sandra Schwartz took over management of benefits for staff from Sean Skally in the fall of 2024, and the committee completed the Benefits Tune Up Workbook with her in the fall (as Sean was leaving). This should be done again with the new Personnel Committee members in the upcoming fiscal year.
- Committee members – Members Carol Gardner (completed 2 terms), Janice Walker (completed 1 term), and Lorie Craddock (completed 1 term) will be leaving the committee at the end of June. We requested that the Nominating Committee stagger the terms of new members so that we don't have so many expiring at once. We are aware that the Nominating Committee has identified at least 2 candidates for the Committee for next year.

Policy Review Team

Members: Bev Ryan (Board Rep), Sandy Brooks, Elizabeth Breeden

Purpose: For clarity and for appropriateness of purpose, the team reviews and makes recommendations of church policies and bylaws, current and proposed, at the request of the Board of Trustees or its representative. This has been a quiet year without any policy changes.

Remembrance Garden

Remembrance Garden Members: Josie Taylor, Doug Horwitz, Wayne Arnason, Ann Salamini, Kip Newland, Elizabeth Breeden

In the late summer of 2024 Kip Newland encouraged us to reach out to those who have a contract for the Garden and to families of those already installed for donations to assure that we can hire help to maintain the Garden. \$3925 was raised and spring planting and cleaning of the Garden was done.

The following members or their family were installed in the Garden this year:

Alfred Shapero

1926-2024

Kathryn P. Shapero

1828-1993

Jean Phillips Shepard

1946-2024

Judith Leedham Fike

1936-2024

Satyendra Singh Huja

1942-2025

The following people signed contracts to reserve a space in the Garden:

Ernest Franklin Dukies, III, Linda Hankins Dukes, Jean C. Newland, Paul D. Newland, Jr, Sharon Ann Baiocco

Susan Kaufman (captain), Helene Freiman, Judith Spellman, Amanda Martinez, Jeanne van Gemert, Matt Fritts, Susan Erno, Christine Johnson.

Spirituality Book Club

The Spirituality Book Group launched late in 2022, with the goal of creating a safe space for spiritual exploration, discussion, friendship and more. Together we select, read, and discuss a book each month of the church year. This year we have been rotating between fiction and non-fiction books. All who embrace the group, and its mission are welcome. Members needn't feel as if they must come to every meeting, nor read every (or any) word of the book being discussed.

The group is co-facilitated by Jeanine Braithwaite and Tammy Wilt.

Our accomplishments:

- opening the group to anyone who is interested
- steadily building our membership
- discovering new books
- deepening our spirituality
- building warmer friendships
- discovering great books and authors

Other attendees include Jane Howard, Diana Maier, Angela Orebaugh, Laura Horn, Denise Horton, Barbara Alag, Maria Puente -Duany, and Renee Brett

Usher Committee

Overview: Ushers Committee Members for 2024-25 include Marcia Brecker, Steve Brecker, Elizabeth Breeden, Elaine Chapman, Dinny Jensen, Gloria Morgan, John Nolen, Maggie Ober. Our two newest members are Gayle Floyd and Maria Puente-Duarty but both have decided for various reasons to only be substitutes so we are still short a person.

Usher responsibilities include preparation of the sanctuary for services, greeting congregants and helping them find seats, taking attendance, collecting/sorting/recording the weekly offering, and tidying up the sanctuary after the service.

2025 Goals:

- 1) Continue to update the usher responsibilities and procedures as needed.
- 2) Continue to recruit new members to the usher team. We need 1- 2 new members as there are a couple of folks on the list who have moved to 'substitute only'.

We continue to get together every January for an annual meeting, this past year at the Dairy Market. It gives us a chance to see each other socially outside of the service environment, tweak our roles and responsibilities and come up with new ideas such as wearing usher badges.

I hold a once a year get together in January at a local coffee shop on a Sunday after services which gets favorable reviews and give us a chance to see each other outside of the service environment. This year's get together was held at Cville Coffee.

Marcia Brecker, Scheduling Coordinator

UUGuys

The UUGuys is a men's covenant group that meets from 7:00 – 9:00 on the first Thursday night of each month to discuss issues of importance to us as adult members of our congregation and our community. We continued to support the congregation with our annual Chili-Cookoff fund-raising project and providing support and meals to PACEM. With our motto of "Building Bonds of Brotherhood," we held two group retreats and shared personal and caring support to each other.

Submitted by Gil Griffis

Women Spirit

Women Spirit is a circle of women who gather in ritual about every six weeks to celebrate the Wheel of the Year, the progression of the seasons as marked by the solar equinoxes and solstices and the midpoints between them. We welcome all who identify as women and all non-binary folks who celebrate the feminine in their identity; we suggest a lower age limit of 14 years, or younger if they are familiar with the pagan path. Reborn in February 2023, Women Spirit has grown to welcome 20-45 participants at each ritual. We envision a shared path of learning and leading ritual. Our leadership currently includes Lauren Doran, Bonnie Hansen, and Janet King in a circle of eight ritual leaders who each plan and lead one celebration.