

**Unitarian Universalist Congregation of Charlottesville**  
**BOARD OF TRUSTEES MINUTES**  
**March 26,2025**

*Meeting hosted on Zoom at 5:30pm.*

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

**Absent** – N/A

**Guests** – N/A

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

- Opening and Closing Words: Achsach Carrier
- Reporter: Sylvie Semmelhack
- Time Keeper: Tammy Wilt
- Process Observer: Bev Ryan

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

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

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

5. Written Correspondence (none)

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

1. Approval of the February minutes - minutes approved
1. **Reports (20 min)** - Written reports can be found at the end of the minutes. *Votes mentioned in reports will be taken in the business portion of the meeting.*
2. **President's Report** (Written)- Pam McIntire
3. **Vice President's Report** (Written) - Beverly Ryan
4. **Treasurer's Report** (Written) - Kay Frazier

5. **Lead Minister's Report** - (Written) - Rev. Tim - addition: update from Donna Redmond for disaster preparedness report. We have a good basis to improve upon. The Newcomer's table has been well received.
6. **Minister of Faith Development's Report** (Written) - Rev. Leia Durland-Jones
7. **Membership Report** (Oral) - March 2025  
Membership stands at: 315
8. **Board Liaison Reports**
  - Nom Committee: (Oral) John Griffith
  - Personnel Committee (Written and Oral) - Beverly Ryan
  - Communications Committee (Oral) - Achsah Carrier
  - Building Committee N/A

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

#### **IV. Business (35 min)**

- Discussion regarding Volunteer Coordinator (5min) - Rev. Tim Temerson
  - Job description approved, looking to fill the position
- Update on Pledge Drive - (5min) - Rev Tim Temerson and Kay Frazier
- Committee on Ministry update - (10min) - Pam McIntire
  - The Volunteer Coordinator(s) would help greatly with this.
  - Need to add to the Committee of Ministry
  - Meeting with key people to get their input
- New Bylaw for Stewardship Steering Committee Meeting (5min)
  - Tammy recommended the board approve the recommendation of the new bylaw for the Stewardship Steering Committee. Chris Little seconded and board approved. It will be presented for a vote at the congregational meeting in June, 2025.
- Mosaic Update (5min) - Rev Leia gave a quick update and possible partnerships moving forward around DEI and resistance work

- Budget Overview (5min)
  - Once the pledge drive is finished, the finance team will finalize the budget accordingly.
  - The budget will be presented to the board at the June, 2025 congregational meeting
- Voting to renew Rev Tim Temerson Contract for another year (5min)
  - John Griffith motioned to renew and Renee Brett seconded. Motion passed.

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

- 1) Review and recommend the budget
- 2) Mosaic update

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

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

#### **Dates to remember**

Next UU Charlottesville Executive Board Meeting: April 10, 2025

Next UU Charlottesville Board Meeting: April 23, 2025

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

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

President's Report to the Board  
March 2025

One of the many things I love about UUCville is how we get things done. When someone has a new idea, we listen. We have so many open minded people with diverse areas of expertise in our congregation, that often a group of people gets excited about a new idea. Others join in and soon we are making a difference in yet another way. This is how we have come to engage in IMPACT, the Appalachia Service Project, PACEM, numerous exciting Religious Education classes for children, youth and adults, Pastoral Care for each other, Worship Weavers, Newcomers Circles, our powerful Ministry for Earth and so many other activities that I cannot list them all. We seem to be constantly coming up with new ideas and starting new initiatives. It is

exciting and heartening to be a part of a congregation that moves into action to address so many needs.

In recent weeks we have seen more need than ever before. We have needed to support each other in these extreme times. People have come to UUCville wanting to know they are not alone and to know others also want to resist injustices. We hear a loud call to action for environmental concerns and social justice.

We now have a special link on our webpage that describes important targeted action we can take to make a difference in our local community and in the larger world:

<https://uucharlottesville.org/take-action/>

We have Pastoral care to help with our individual pain:

<https://uucharlottesville.org/community/pastoral-care/>.

Our Ministry for Earth has engaged in new initiatives: <https://uucharlottesville.org/environment/>

We have added City of Promise to our partnerships in the community and this month we will begin to form relationships with families in the Westhaven/10th & Page Street neighborhood: <https://uucharlottesville.org/community-partnerships/>

We will begin our new Fun and Fellowship Ministry with a Chili dinner and Bingo Night Friday April 11: [https://uucharlottesville.org/event/bingo-friday-april-11/?event\\_date=2025-04-11](https://uucharlottesville.org/event/bingo-friday-april-11/?event_date=2025-04-11)

We are already making a big difference and there is so much more to do. If you have not already done so, please Pledge to UUCville for the upcoming 2025/2026 year. It is impressive how carefully we manage our budget and how much we get done with our resources. We are hoping to expand our influence in the larger world and increase our activities to meet increasing needs. The world desperately needs us and we are putting our Love in Action.

Submitted by, **Pam McIntire**, President

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## **Vice President's Report to the Board: March 26, 2025**

### **Personnel Committee:**

The Personnel Committee continues with its review and revisions to the Personnel Policy Manual. The current goal is to have it completed for Board approval in May.

### **Fundraising Events:**

The Spring Auction is scheduled for May 3<sup>rd</sup>, from 5-7 pm. Donations are being solicited, with a deadline of April 19<sup>th</sup>. This event will include a chili cookoff.

**The Connie Cheetham Award Committee** will be posting a notice for nominations. We will be presenting the award at the May 4<sup>th</sup> service. The deadline for nominations is April 24<sup>th</sup>.

**Annual Reports:** A notice will be sent out to committee chairs in early April and the report will be completed by May 15<sup>th</sup> for posting on the Web and included in the Congregational meeting in June 2025.

Respectfully,  
Bev Ryan

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

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**Treasurer's Report to the Board:** March 26, 2025

## **March 2025**

### **Financial Committee**

The Finance Committee reviewed and discussed the February Financial Reports.

The Committee approved the Buildings Committee's request for allocation of \$500 from account 2131 Buildings and Grounds Reserve to be used for engineering services to evaluate the Social Hall floor. The estimate for the engineering service is \$1,000. The Bristol Fund trustees had previously allocated \$531 to complete the needed funding for the service.

### **Additional Information**

The financial policy requires that the Board be made notified of any line item that is overspent by \$200.00.

The following line items are as overspent by at least \$200 as of February 28, 2025:

5508 Justice Ministries  
5512 Cleaning Supplies  
5513-01 Office Supplies  
5517 Photocopies and Printing  
5521 Postage  
5525 Other Fundraising Expense  
5529 Legal Expense  
5559 Gardens and Grounds

Other line items are projected to be underspent, offsetting the over-expenditures.

The financial policy also requires that any line item overspent by \$500 or 100% of the budgeted amount, whichever is less, requires Board approval for additional expenditures.

As of February 28, 2025, the following line items are impacted by this policy:  
5559 Gardens and Grounds The line item is overspent by \$554.01

The Committee members have been notified to curtail spending and make Finance Committee and the Treasurer aware of any needs for additional spending.

There is a net operating revenue of \$55,468 as of February 28, 2025 meaning revenue exceeds expenditures through February. It is not unusual for revenues to exceed expenses at this point in the fiscal year. Expenses increase towards the end of the fiscal year and the budget will tighten.

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://uucharlotteville.org/financial-information/>

### **Stewardship Steering Committee**

The proposed bylaw addition is included in the Board package to make the Stewardship Steering Committee a permanent committee. This is an action supported by the long-range plan. If approved by the Board, the Bylaw change would be voted on at the June congregational meeting.

Submitted by: **Kay Frazier**, Treasurer

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**Lead Minister's Report to the Board:** March 26, 2025

### **Lead Developmental Minister Report**

**March 2025**

I am very glad to share this monthly report and to express my joy and appreciation for our congregation. From our amazing staff and lay leaders to all our members and friends who offer their gifts and talents to help us live our mission and who put their UU values front and center in the wider world, I simply want to say that I am inspired by all of you and feel so blessed to serve UUCville.

Over the past weeks, I have had the opportunity to be present for a number of wonderful moments in our congregational life. For one, I was invited to speak with the Coming-of-Age group on 3/22 and our conversation was one of the most memorable and inspiring I've ever had with a COA class. The youth asked great questions, shared their own very thoughtful ideas,

and demonstrated so much love and passion for Unitarian Universalism and our congregation. I was especially touched when we talked about membership and they were so excited to look through the membership book. They were amazed that everyone who has ever become a member of our congregation signed that book, going all the way back to 1943! They were also excited to find the signatures of parents, grandparents, and older siblings who had previously become members. I must say witnessing UU youth expressing such excitement about our history and their part in it was a wonderful experience!!!

I also want to mention an ongoing conversation about our monthly social action collections. The conversation was convened by myself, Elizabeth Breeden, and Debby Norton to re-examine the process by which we select the organizations for which we collect. Right now, we reserve three monthly collections for the UUCville Food Ministry, for the Meal Packet program, and for Impact. The other nine collections are determined by a vote of interested congregants after hearing a two-minute presentation from various local nonprofits. With the church engaging in a number of ongoing and new community partnerships and with such a small percentage of the congregation participating, we felt it was time to review our current process. About a dozen people joined the zoom conversation and we will have a follow up conversation on 3/27. Interested board members are welcome to attend.

As part of what I think will be an exciting new partnership with PHAR, UUCville has been invited to participate in the planning process for the Westhaven Community Day, which will likely be held in August. I had a wonderful meeting with PHAR's Executive Director, Latricia Giles, and we are both very excited to work together. The next planning meeting is Friday, March 28 at 11am. I plan to attend along with Edith Good and Ann Salamini. All are welcome.

Speaking of partnerships, we are very close to beginning our work with City of Promise. We are waiting to hear back from them about scheduling a

kivk-off dinner with a family. We have two teams of UUCville volunteers who are ready to go!

I will be registering us for Charlottesville Pride in the next few weeks, which will take place on Saturday, September 6. Can't wait to meet new people, give away lots of Pride swag, and get our message out in the community!

The Israel-Palestine Learning Circle that I have been convening is switching to a quarterly meeting schedule and will emphasize bringing in guest speakers on Zoom. And we plan to widen the circle by inviting the entire congregation, other UU congregations, and interested local non-UU congregations. Our first event will be on Tuesday, May 13 at 7PM with Dr. Marc Gopin from George Mason University, who comes highly recommended by learning circle member Frank Dukes.

A reminder that I will be away the first two weeks of April. Carol and I will be in Spain from Monday March 31 to Sunday, April 13. You can expect lots of pictures and a travelogue in my next monthly report!

With Gratitude,

Respectfully Submitted,

**Rev. Tim**, Lead Minister

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**Minister of Faith Development's Report:** March 26, 2025

Report to the Board March 2025

Rev. Leia Durland-Jones, Minister of Faith Development

These continue to be challenging and alarming times. I am grateful for the beauty of the earth as the new life unfolding around us is part of what keeps me connected to sense of hope.

Increased participation on Sundays in worship and our RE classrooms also lifts my spirits. Our children's programs are seeing an increase in attendance as well as new



registrations. Helping our children and youth learn about and live our UU values seems more important than ever. What we do here at UUCville matters and makes a difference.

Our children made close to one hundred meal packets in February, and these were delivered to the UVA medical center as part of our congregation's food ministry.

Our youth groups, with the dedicated guidance of their advisors, have served us delicious luncheons as they have fundraised for their upcoming service trip to Appalachia. Our coming-of-age class continues to engage in their exploration of our shared values and what it means to be a UU. I am grateful to their mentors and to all our youth advisors. So many good things are happening here!

On March 2 we said farewell to longtime RE Assistant, Caroline Heins, who left UUCville's employment for a full-time position locally. With help from the Personnel Committee, we conducted a focused search process, and it is a delight to welcome Bryn Malone as the RE Assistant. Bryn began working as the RE Assistant March 16 and is quickly learning the ins and outs of the position and the dynamics of church life.

Our Adult Faith Development program in February included a vegan food class, the Israel/Palestine learning circle, introduction to Ayurvedic medicine, a virtual trip to Botswana, the launch of our support group for people who have family members with dementia, the UU Parents Support Group, and our Women's Dream Quest. Classes in the works for the spring include a Bystander Training, Supporting Trans Rights, and learning about local green burial options.

Our newly forming Fun Committee, with the support of Board member Sylvie Semmelhack, is hosting a Chili Dinner & Bingo night on Friday April 11. UUsguys have offered to help with the dinner. All ages are welcome, and we are extending an invitation to our friends at Sojourners United Church of Christ and Ebenezer Baptist Church to join us. Donations of bingo prizes (think white elephant gifts or things you want to pass along) are being received in the bin in the Edgewood Lane hallway.

On March 18 we hosted UU religious professionals in our Jordan Cluster (from Virginia Beach, Newport News, Williamsburg, Richmond, Fredericksburg, Lynchburg, Blacksburg, Waynesboro, Harrisonburg, Roanoke) for a daylong meeting and lunch. Many thanks to the volunteers who helped with hospitality for this event.

Rev. Tim and I continue to build on our partnerships with local clergy colleagues, especially our colleagues from Sojourners United Church of Christ. We hope to offer some shared adult faith development opportunities and build connections between our congregations for mutual support and acts of resistance.

During the month of March, I am taking the Liberal Religious Educators Association (LREDA) mentor training. Completing this eight-hour online training makes me eligible

to be paired with a candidate in the UUA's Religious Education Credentialing Program as their mentor.

Finally, as many of our high school and college seniors are discerning what is next for them after their graduation, I have shared with our YRUU seniors that I would be happy to meet with them to talk through the possibilities on their horizons.

With appreciation for your ongoing support and in faith and with love,

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

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**Membership Report for March, 2025**

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

Additions:

Drops:

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

Respectfully submitted, **Beth Jaeger-Landis**

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**Proposed UUCVILLE BYLAWS Addition  
Stewardship Steering Committee**

ARTICLE XI—Board Appointed/Approved Committees

XI.1 - Finance Committee

## XI.2 - Committee on the Ministry

### Addition:

#### XI.3 - Stewardship Steering Committee

XI.3.1 - Purpose. The Stewardship Steering Committee (SSC) shall develop short- and long-term priorities and programs enabling and expanding the Stewardship Ministry.

The Stewardship Ministry shall

- (1) Nurture a culture of giving, through the responsible development, planning, and management of the congregation's resources;
- (2) care for our human, physical, and financial resources;
- (3) promote regular opportunities for educating the congregation and friends about the Stewardship Ministry, and
- (4) provide consistent and regular methods of communicating current and upcoming stewardship activities.

Specific responsibilities include, but are not limited to, planned giving, long-term planning, and stewardship of the gift of time. The SSC will also lead, but not necessarily operate, the annual Pledge Drive.

XI.3.2 - Composition. The Stewardship Steering Committee shall consist of six to seven individuals: the Lead Minister and Treasurer serving as *ex officio* members, and a Board of Trustees member. Three to four Members of the congregation (not Board members) are appointed by the Board of Trustees to serve as members-at-large. The members-at-large each serve staggered two-year terms and may serve an additional two-year term if re-appointed by the Board. The members-at-large will serve staggered two terms. The past Treasurer and Board of Trustees members are eligible to serve full terms as members-at-large. Former committee members who have served the maximum of two two-year terms may be eligible for re-appointment to the committee by the Board of Trustees after an absence of one year from the Stewardship Steering Committee.

Final: 3.21.25

### **Budget Update Board of Trustees February 2025**

The Finance Committee, with input from Rev. Leia, Rev. Tim, and the Personnel Committee, completed the first draft budget for FY 25-26. The budget is a work in progress and will change as more details regarding potential revenues and expenditures are gathered and the Pledge Drive is complete. The perspective in preparing this first draft was to:

- fully capture a picture of what resources are needed to actualize our long-range plan;

- keep the stated funding priorities uppermost in mind;
- and incorporate all requests from the committees and groups.

This brought us a “Dream” budget and set an ambitious pledge drive goal of \$575,000. The proposed budget is \$618,212, a 5.7% increase over the FY 24-25 budget. Pledges represent 84% of the projected revenue in this budget.

#### What does this budget fund:

The budget line items are redefined to align with the long-range plan. The line items are increased in many areas to support the stated funding priorities and action steps of the plan. Specifically, the new budget categories and increases in funding are as follows:

- Nurturing Heart, Mind, Body, and Spirit: Worship, Music, Faith Development, and Pastoral Care.
  - Adds new funding for guest preachers.
- Safe and Welcoming Space for All: Caring Community, Family Ministries, Membership, Campus Plan, Young Adult Ministry, Fun and Friendship, Inclusivity Ministry, Childcare.
  - Adds new funding for Fun and Friendship, Inclusivity Ministry, and Family Ministry.
  - Adds funding for architectural and engineering services to support the Campus Plan.
  - Increases funding for childcare and volunteer coordination.
- Justice, Equity, and Peace: Community Partnerships, Justice Ministry, Interfaith Ministry, and the Ministry for Earth.
  - Adds new funding to support existing and new community partnerships, Interfaith Ministry, and Public Advocacy.
  - Increases funding for the Justice Ministry and Ministry for Earth.
- Congregational Leadership and Administration: Communications, Campus maintenance, Utilities, Office Supplies and Equipment, Multi-Peril Insurance, IT support, Admin support, Campus Improvement Projects.
  - Adjusts and aligns line items to meet the current needs.
  - Adds funding for Facility Improvement Projects identified by the Buildings Committee and Facility Manager.
  - Increases funding for day-to-day maintenance of buildings.
- Debt Service: Debt reduction, Interest payments on Bonds, Transfers Reserve Funds
  - Adds funding for a transfer of funds to the Capital Project Reserve Fund.
  - Increases funding for the loan payment.
  - Maintains current funding levels for Operating, and Buildings and Grounds Reserve Funds

The draft budget also carries a 5% pool of current salary cost to be applied to salary increases based on our funding priority of aligning 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. Funding for Professional Expenses is increased.

#### Relationship of Budget to Pledge Drive

Funding this Dream Budget is contingent on a successful Pledge Drive and realizing the Pledge Drive goal. Our major source of funding is pledges. Our congregation is asked to give at new levels and to increase their pledge by 15-20% if possible. The Pledge Drive team is up and running with many people volunteering for small and large tasks.

To encourage new pledges and a return of pledgers who have not recently pledged, an emphasis is also being placed on the Matching Fund pool. This pool matches all new pledges up to \$1,000. Letters will be sent to non-pledging members encouraging them to participate in this year's Pledge Drive.

#### As Board members how can you help?

- Give your support to the Dream Budget!
- Pledge early and increase your pledge, if possible. Make your Pledge before March 1<sup>st</sup>.
- Pledge to the Matching Fund. All pledges help, no matter the amount.
- If asked to take on a pledge drive task or be a spokesperson, say YES.



# Unitarian Universalist Congregation of Charlottesville

## Budget vs. Actuals This Fiscal Year through February 2025

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Revenue				
3000 Non-Profit Revenue				
3100 Pledged Donations				
3110 Current Year Pledges	340,673.74	460,000.00	-119,326.26	74.06 %
3120 Prior Year Pledges	1,090.00	8,000.00	-6,910.00	13.63 %
3130 Pledge Match	10,696.25	15,270.00	-4,573.75	70.05 %
<b>Total 3100 Pledged Donations</b>	<b>352,459.99</b>	<b>483,270.00</b>	<b>-130,810.01</b>	<b>72.93 %</b>
3200 Non-Pledged Donations				
3210 Current Yr Unpledged Donations	5,633.65	10,000.00	-4,366.35	56.34 %
3220 Offering / Plate Cash	6,071.45	10,000.00	-3,928.55	60.71 %
<b>Total 3200 Non-Pledged Donations</b>	<b>11,705.10</b>	<b>20,000.00</b>	<b>-8,294.90</b>	<b>58.53 %</b>
<b>Total 3000 Non-Profit Revenue</b>	<b>364,165.09</b>	<b>503,270.00</b>	<b>-139,104.91</b>	<b>72.36 %</b>
3300 Fundraising Income				
3320 Fundraising Events				
3321 Auction - Fall	7,587.79	6,000.00	1,587.79	126.46 %
3322 Auction - Spring		5,500.00	-5,500.00	
3323 Yard Sale	13,230.73	6,000.00	7,230.73	220.51 %
<b>Total 3320 Fundraising Events</b>	<b>20,818.52</b>	<b>17,500.00</b>	<b>3,318.52</b>	<b>118.96 %</b>
3330 Other Fundraising	724.40	2,500.00	-1,775.60	28.98 %
3314 RaiseRight   Grocery Scrip Profit	655.82	1,000.00	-344.18	65.58 %
3331 Hospitality Contributions	176.72	200.00	-23.28	88.36 %
<b>Total 3330 Other Fundraising</b>	<b>1,556.94</b>	<b>3,700.00</b>	<b>-2,143.06</b>	<b>42.06 %</b>
<b>Total 3300 Fundraising Income</b>	<b>22,375.46</b>	<b>21,200.00</b>	<b>1,175.46</b>	<b>105.54 %</b>
3500 Other Revenue				
3510 Building User Fees	15,540.00	22,000.00	-6,460.00	70.64 %
3520 Bank Interest	70.58	300.00	-229.42	23.53 %
3525 CD Interest	570.52		570.52	
<b>Total 3520 Bank Interest</b>	<b>641.10</b>	<b>300.00</b>	<b>341.10</b>	<b>213.70 %</b>
3530 Endowment Transfer		20,000.00	-20,000.00	
3540 Abrahamse Fund (Music)		774.00	-774.00	
3550 Bristol Fund (B & G)		3,259.00	-3,259.00	
3560 Cheetham Fund (RE)		826.00	-826.00	
3570 CEF Bond Income		908.00	-908.00	
3580 Transfer from Operating Reserve	15,000.00	15,000.00	0.00	100.00 %
<b>Total 3500 Other Revenue</b>	<b>31,181.10</b>	<b>63,067.00</b>	<b>-31,885.90</b>	<b>49.44 %</b>
<b>Total Revenue</b>	<b>\$417,721.85</b>	<b>\$587,537.00</b>	<b>\$ -169,815.35</b>	<b>71.10 %</b>
<b>GROSS PROFIT</b>	<b>\$417,721.85</b>	<b>\$587,537.00</b>	<b>\$ -169,815.35</b>	<b>71.10 %</b>
Expenditures				
4000 Payroll and Staff Expenses				

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
4200 Payroll - Wages	169,060.97	253,315.30	-84,254.33	66.74 %
4210 Payroll - Payment In Lieu of FICA	4,906.98	7,219.99	-2,313.01	67.96 %
4220 Payroll - Housing Non Taxable	32,598.00	47,086.72	-14,488.72	69.23 %
4300 Payroll - Benefits				
4310 Health Insurance	29,804.99	47,272.47	-17,467.48	63.05 %
4320 Dental Insurance	1,519.20	2,784.00	-1,264.80	54.57 %
4330 Life Insurance	1,402.63	2,523.38	-1,120.75	55.59 %
4340 Long Term Disability	1,914.14	3,905.24	-1,991.10	49.01 %
4350 Pension	17,720.13	30,040.20	-12,320.07	58.99 %
<b>Total 4300 Payroll - Benefits</b>	<b>52,361.09</b>	<b>86,525.29</b>	<b>-34,164.20</b>	<b>60.52 %</b>
4400 Payroll Taxes	9,617.04	15,760.05	-6,143.01	61.02 %
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	2,887.64	5,000.00	-2,112.36	57.75 %
4503 Dir of Admin and Finance Prof Expenses		1,500.00	-1,500.00	
4504 Dir of Music Prof Expenses		750.00	-750.00	
<b>Total 4500 Professional Expenses</b>	<b>3,890.15</b>	<b>11,250.00</b>	<b>-7,359.85</b>	<b>34.58 %</b>
4600 Media Production and Management 1099	1,877.00	7,725.00	-5,848.00	24.30 %
4601 Bookkeeping Contractor	2,362.50		2,362.50	
4700 Workers' Compensation Insurance		1,600.00	-1,600.00	
4800 Payroll Processing Fees	4,710.28	5,000.00	-289.72	94.21 %
4900 Sabbatical Reserve Fund		500.00	-500.00	
<b>Total 4000 Payroll and Staff Expenses</b>	<b>281,384.01</b>	<b>435,982.35</b>	<b>-154,598.34</b>	<b>64.54 %</b>
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	2,230.00	3,500.00	-1,270.00	63.71 %
5160 Abrahamse Fund (Music) Expense	150.00	774.00	-624.00	19.38 %
5170 Instrument service	420.00	1,500.00	-1,080.00	28.00 %
<b>Total 5100 Worship</b>	<b>2,872.18</b>	<b>7,424.00</b>	<b>-4,551.82</b>	<b>38.69 %</b>
5200 Faith Development				
5201 RE Children & Youth	2,802.13	6,000.00	-3,197.87	46.70 %
5202 Young Adult Ministry	184.35	500.00	-315.65	36.87 %
5210 Women's Spirit		100.00	-100.00	
5601 Cheetham Fund Expense (RE)	600.00	826.00	-226.00	72.64 %
<b>Total 5200 Faith Development</b>	<b>3,586.48</b>	<b>7,426.00</b>	<b>-3,839.52</b>	<b>48.30 %</b>
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	2,602.00	4,000.00	-1,398.00	65.05 %
<b>Total 5300 Beloved Community - Internal</b>	<b>2,879.42</b>	<b>4,575.00</b>	<b>-1,695.58</b>	<b>62.94 %</b>
5400 Faith Witness - External				
5404 UUA Annual Program Fund	5,000.00	5,000.00	0.00	100.00 %
5408 Justice Ministries	663.60	250.00	413.60	265.44 %
5411 Ministry for Earth	175.62	500.00	-324.38	35.12 %
<b>Total 5400 Faith Witness - External</b>	<b>5,839.22</b>	<b>5,750.00</b>	<b>89.22</b>	<b>101.55 %</b>
5500 Congregational Administration				

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
5500-00 Safety and Security	650.28	500.00	150.28	130.06 %
5502 Communications	1,148.79	1,600.00	-451.21	71.80 %
5505 Hospitality	1,212.49	2,000.00	-787.51	60.62 %
5513 Office Expense and Supplies				
5510 Cleaning Service	12,300.00	23,000.00	-10,700.00	53.48 %
5512 Cleaning Supplies	1,696.10	1,000.00	696.10	169.61 %
5512-00 COVID Safety Precautions	63.16		63.16	
5514 Trash/Supplies/Fire Extinguish		520.00	-520.00	
<b>Total 5512 Cleaning Supplies</b>	<b>1,759.26</b>	<b>1,520.00</b>	<b>239.26</b>	<b>115.74 %</b>
5513-00 Online Subscription Fees	2,528.49	6,000.00	-3,471.51	42.14 %
5513-01 Office Supplies	2,788.63	2,000.00	788.63	139.43 %
5515 Computer Maintenance	875.61	3,000.00	-2,124.39	29.19 %
5517 Photocopies and Printing	2,536.21	1,500.00	1,036.21	169.08 %
5521 Postage	994.48	700.00	294.48	142.07 %
<b>Total 5513 Office Expense and Supplies</b>	<b>23,782.68</b>	<b>37,720.00</b>	<b>-13,937.32</b>	<b>63.05 %</b>
5518 Financial Services Charges				
5518-01 Stripe Fees	254.74	500.00	-245.26	50.95 %
5518-02 BreezeCHMS Fees	1,740.81	2,900.00	-1,159.19	60.03 %
5518-03 Venmo Fees	320.55	600.00	-279.45	53.43 %
5519 Credit Card Fees	2.99	600.00	-597.01	0.50 %
5519-00 Bank Fees	35.97	250.00	-214.03	14.39 %
<b>Total 5518 Financial Services Charges</b>	<b>2,355.06</b>	<b>4,850.00</b>	<b>-2,494.94</b>	<b>48.56 %</b>
5523 Fund Raising Expense				
5522 Pledge Program Expense		300.00	-300.00	
5525 Other Fundraising Expense	806.23	300.00	506.23	268.74 %
<b>Total 5523 Fund Raising Expense</b>	<b>806.23</b>	<b>600.00</b>	<b>206.23</b>	<b>134.37 %</b>
5526 Property Tax and Stormwater Assessment	467.27	1,100.00	-632.73	42.48 %
5527 Multi-Peril Insurance	-605.00	12,000.00	-12,605.00	-5.04 %
5528 Accounting Fees	17.97	3,000.00	-2,982.03	0.60 %
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	300.77	1,650.00	-1,349.23	18.23 %
5552 Buildings Contractual Maintenance	5,953.38	8,400.00	-2,446.62	70.87 %
<b>Total 5551 Main Building Maintenance Expenses</b>	<b>6,254.15</b>	<b>10,050.00</b>	<b>-3,795.85</b>	<b>62.23 %</b>
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	7,520.00	7,800.00	-280.00	96.41 %
5559 Gardens and Grounds Expenses	1,754.01	1,200.00	554.01	146.17 %
5561 Buildings Reserve	2,866.75	3,000.00	-133.25	95.56 %
<b>Total 5550 Buildings and Grounds</b>	<b>21,122.81</b>	<b>26,459.00</b>	<b>-5,336.19</b>	<b>79.83 %</b>
5580 Utilities				
5581 Telephone & Internet	2,407.29	3,600.00	-1,192.71	66.87 %
5582 717 Main Bldg Gas, Water, & Sewer	2,358.00	4,000.00	-1,642.00	58.95 %
5583 717 Main Bldg Electricity	4,647.87	8,000.00	-3,352.13	58.10 %
5584 Summit Gas, Water & Sewer	1,369.45	350.00	1,019.45	391.27 %
5585 Summit House Electricity	1,753.68	3,000.00	-1,246.32	58.46 %
5586 Edgewood Lane Parking Lot Electricity	185.36	300.00	-114.64	61.79 %



	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
5587 Trash and Recycling	861.00	1,480.00	-619.00	58.18 %
<b>Total 5580 Utilities</b>	<b>13,582.65</b>	<b>20,730.00</b>	<b>-7,147.35</b>	<b>65.52 %</b>
<b>Total 5500 Congregational Administration</b>	<b>65,691.57</b>	<b>113,059.00</b>	<b>-47,367.43</b>	<b>58.10 %</b>
5900 Debt Service				
5901 Other Debit Service Expenses		5,000.00	-5,000.00	
5902 CEF Bonds int Expense		4,859.00	-4,859.00	
5903 CEF Member Bonds Principal		908.00	-908.00	
<b>Total 5900 Debt Service</b>		<b>10,767.00</b>	<b>-10,767.00</b>	
<b>Total 5000 Office/General Administrative Expenditures</b>	<b>80,868.87</b>	<b>149,001.00</b>	<b>-68,132.13</b>	<b>54.27 %</b>
<b>Total Expenditures</b>	<b>\$362,252.88</b>	<b>\$584,983.35</b>	<b>\$ -222,730.47</b>	<b>61.93 %</b>
NET OPERATING REVENUE	<b>\$55,468.77</b>	<b>\$2,553.65</b>	<b>\$52,915.12</b>	<b>2,172.14 %</b>
Other Revenue				
8975 Unrealized Gain/Loss - UUCEF	167,795.60		167,795.60	
<b>Total Other Revenue</b>	<b>\$167,795.60</b>	<b>\$0.00</b>	<b>\$167,795.60</b>	<b>0.00%</b>
Other Expenditures				
5910 Endowment Withdrawal	29,000.00		29,000.00	
<b>Total Other Expenditures</b>	<b>\$29,000.00</b>	<b>\$0.00</b>	<b>\$29,000.00</b>	<b>0.00%</b>
NET OTHER REVENUE	<b>\$138,795.60</b>	<b>\$0.00</b>	<b>\$138,795.60</b>	<b>0.00%</b>
NET REVENUE	<b>\$194,264.37</b>	<b>\$2,553.65</b>	<b>\$191,710.72</b>	<b>7,607.32 %</b>



# Unitarian Universalist Congregation of Charlottesville

## Statement of Financial Position

As of February 28, 2025

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
1010 UVA CCU Checking (80)	152,594.29
1020 UVA CCU Savings (00)	56,389.77
1025-01 CD 12 Months @3.5%	25,103.92
<b>Total Bank Accounts</b>	<b>\$234,087.98</b>
Other Current Assets	
1101 UU Common Endowment Fund	708,096.66
1200 Member Bonds	
1201 Bonds Held by Restricted Funds	
1201-01 Cheetham Bonds Principal (RE)	16,213.87
1201-02 Bristol Bonds Principal	62,077.22
1201-03 Abrahamse Bonds Principal	15,641.86
<b>Total 1201 Bonds Held by Restricted Funds</b>	<b>93,932.95</b>
1202 CEF Bonds Principal	16,067.05
<b>Total 1200 Member Bonds</b>	<b>110,000.00</b>
Uncategorized Asset	0.00
Undeposited Funds	0.00
<b>Total Other Current Assets</b>	<b>\$818,096.66</b>
<b>Total Current Assets</b>	<b>\$1,052,184.64</b>
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
<b>Total Fixed Assets</b>	<b>\$2,083,303.66</b>
<b>TOTAL ASSETS</b>	<b>\$3,135,488.30</b>

	TOTAL
<b>LIABILITIES AND EQUITY</b>	
Liabilities	
Current Liabilities	
Credit Cards	
WFCC Caroline's x2724 / x7330	102.34
WFCC Leia's x0770 / x0895	705.12
WFCC Sean's x6444 /x2064	5,012.67
WFCC Tim's x2440 / x5872	1,238.40
<b>Total Credit Cards</b>	<b>\$7,058.53</b>
Other Current Liabilities	
2060 Health Premium WH	2,473.47
2070 Dental Premium WH	94.63
2080 Pension Contrib WH	685.66
2100 Other Liabilities Total	
2110 Capital Reserve Fund	983.49
2112 Food Pantry	3,363.25
2114 Music Programs	414.21
2116 Labyrinth Project	713.20
2119 AFD - Adult Faith Development	7,076.40
2120 Public Radio Fund	150.00
2122 Children's Service Offering	739.51
2123 Coming of Age (ASP)	10.48
2127 Cluster Conference/RJ Funds	152.73
2131 Building and Grounds Reserve	6,936.90
2132 Endowment Holding For Transfer	2,678.00
2134 Minister's Discretionary Fund	8,450.12
2135 Sabbatical Fund	1,952.63
2137 Future Year Pledges	13,166.30
2138 Future Year Pledge Matches	0.00
2139 IHS Meal Packets	4,743.65
2141 Remembrance Garden	17,676.51
2143 Operating Reserve	9,258.54
2147 Green Building Improvements	898.66
2150 Refugee Welcome Collection	3,131.82
2170 Insurance Claims	0.00
2175 Commonwealth Glass Payments	0.00
2310 Social Action Collections (SAC)	2,276.91
<b>Total 2100 Other Liabilities Total</b>	<b>84,773.31</b>
2400 Reserve Projects	
2401 Buildings and Grounds Projects	
2401-2024-00 Summit House Porch Project	1,399.46
2401-2024-03 Fire Panel Replacement Project	0.00
<b>Total 2401 Buildings and Grounds Projects</b>	<b>1,399.46</b>
<b>Total 2400 Reserve Projects</b>	<b>1,399.46</b>
<b>Total Other Current Liabilities</b>	<b>\$89,428.53</b>
<b>Total Current Liabilities</b>	<b>\$96,485.06</b>

	TOTAL
Long-Term Liabilities	
2230 Other Long Term Liabilities	
2231 Summit House Bonds	110,000.00
2232 No Interest Member Loan	35,000.00
<b>Total 2230 Other Long Term Liabilities</b>	<b>145,000.00</b>
<b>Total Long-Term Liabilities</b>	<b>\$145,000.00</b>
<b>Total Liabilities</b>	<b>\$241,485.06</b>
Equity	
Opening Balance Equity	2,202,639.44
Prior Period Adjustment	425,747.70
Reconciliation Adjustments	102,957.17
Retained Earnings	-23,867.33
Net Revenue	186,526.26
<b>Total Equity</b>	<b>\$2,894,003.24</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$3,135,488.30</b>

