

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

Meeting hosted on Zoom

In attendance – Carol Gardner, Jimmy Gorham, Tammy Wilt, Rev Tim Temerson, Achsach Carrier, John Griffith, Chris Little, Ellie Syverud, Rev Leia Durland-Jones, Kim Grover, Bev Ryan

Absent – N/A

Guests – Marlene Jones, Hayley Owens, Breck Gastinger, Kay Frazier

I. Opening - (20 mins)

- Opening and Closing Words: Tammy Wilt
- Reporter: Bev Ryan
- Time Keeper: Kim Grover
- Process Observer: Jimmy Gorham

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

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

MOTION: to Accept the agenda

5. Written Correspondence

II. Electronic Motions (1 minute)

Approval of the July minutes - Written

1. **Reports (20 min)** -
2. **President's Report** (written)- Carol Gardner
3. **Vice President's Report** (written) - Beverly Ryan
4. **Treasurer's Report** (Written) - Jimmy Gorham

5. **Lead Minister's Report** - (Written) - Rev Tim Temerson
6. **Minister of Faith Development's Report** (Written) - Rev. Leia Durland-Jones
7. **Membership Report** - Membership is at 345 as of 8/24 per Rev Tim Temerson
8. **Board Liaison Reports**
 - Nom Committee: (Oral) John Griffith - No updates at this time
 - Personnel Committee (Oral) - Beverly Ryan - Met on 8/25/2025 Bob Brett is now chair
 - Communications Committee (Oral) - Achsah Carrier - No updates at this time
 - Building Committee (Oral) - Kim Grover - Buildings committee meeting in coming weeks to establish priorities for the year. We'll be working together with the Ministry for Earth team and using last year's LEAP report to inform our decisions. We anticipate using a \$500 grant from the local climate org, C3. The Carenet fridge is down, so we'll address that.

BREAK AND GRATITUDE CARDS (5 min) - Please think of people the Board should recognize for their recent contributions to our church community - Yard sake crew leadership - Ellie/Elizabeth/Lori/ Kim(Mosiac)/Ellie/Chris/John(Yard Sale Organizers and super helpers) to send them out

IV. Business (1hr 20min)

- **How UU is going to allocate excess Reserve funds** - Jimmy Gorham (10min) - We had a year end surplus of \$56,200. The board is asking the Finance committee to increase the Building and Grounds Reserves to an additional \$10K. It has been distributed \$10K went to Buildings and Grounds reserves and \$10K Operating Reserves and remaining went into checking account
- **Campus Plan Task Force Committee** - to appointment committee consisting of Kay Frazier, Hayley, Breck - Carol moved and all approved
- **Carol to introduce Kay to discuss items in the Campus Plan Task Force (15min)**
- **Volunteer Coordinator update** - Rev Tim (5min) - Board appointed Cathy Sanders and David Mellor to be Volunteer coordinators
- **Amendment to Finance Policies** - Bev Ryan (5min) John Griffith moved to accept and Jimmy Gorham seconded and the board passed it
- **SSC update** - Ellie S (10min) Attached

V. Review Agenda Items for Next Meeting (5 min) - Jimmy Gorham to go back to the Finance committee to increase building reserves

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: 9/10/2025

Next UU Charlottesville Board Meeting: 9/23/2025

Board Retreat 9/20/2025

Reports to the Board

President's Report to the Board: Carol Gardner

August 2025

This month, I'd like to highlight the good work being done on our strategic plan (3-year plan). If you haven't looked at the plan recently, you can find it [here](#) on the congregation's website (About Us / Mission & Long Range Plan). Reviewing the top section of the plan, it includes specific recommendations to the Board for committees and roles that will support our work on the more specific plan goals. We are making good progress on this section, as follows.

If you attended the June congregational meeting this year, you may recall that we voted on and passed an amendment to the Bylaws which adds the Stewardship Steering Committee (SSC) as a new Board-appointed committee. The SSC is responsible for nurturing a culture of giving (including the gift of time), planned giving (don't know what this is? Ask an SSC member or check the website under "Stewardship"!), long term planning and leading the Pledge Drive. At our July Board meeting, we were happy to appoint Kay Frazier and Ann Salamini as at-large members of the SSC. The Lead Minister and the Treasurer also serve as ex officio members of the SSC, and Ellie Syverud will be the Board Liaison to the committee. We are grateful for the time and energy these folks have already put into the new committee, and look forward to working with them this year.

In addition, the Long Range Plan asks the Board to work with the Lead Minister to reconstitute the Committee on the Ministry (COM – NOT to be confused with the Communications Committee which is different). The purpose of the reconstituted COM is to support the implementation of the plan, and they are charged with assisting relevant staff and lay leaders in developing strategies for accomplishing the goals and priorities of the plan. At our July Board meeting, we were glad to appoint Pam McIntire, Barb Alag and Laura Horn as members of the COM, as recommended by Rev. Tim Temerson.

All of the work that our congregation does within the congregation, in our local community, and in the wider world, is facilitated when people step into leadership roles like the SSC and the COM, and so many more. And there are many roles for people who don't want to be "in leadership" at this time. There is much to be done – please think about where you might want to help! We'll be having a Service Fair soon to help you understand all the options – watch the newsletter

Submitted by Carol Gardner

Vice President's Report to the Board: Bev Ryan

Vice President's Report to the Board, August 2025

Fundraising Events:

The Yard Sale was a success! Total earnings are being counted, and hopefully we can meet our total from last year.

The Fall Auction tentative date this year is on Saturday November 15th.
Stay tuned for more info!

Congregation Committees: I will be sending out emails to committee chairs to verify that we have the correct info regarding leadership and members. When completed this info will be posted on the website.

Respectfully,
Bev Ryan

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

Treasurer's Report to the Board: Jimmy Gorham

Treasurer's report, August 2025

Greetings to the Board and the Congregation.

In this report I will review the following

1. Regular features:
 1. Minutes of the August Finance Committee meeting (a new regular feature)
 2. Monthly report of budget versus actuals, per usual
 3. Statement of Financial Position, per usual
 1. Output from quickbooks, per our Bookkeeper
 2. Data placed into tables, per our Treasurer (me)
2. One-time features
 1. By board request, clarify budget surplus disposition from the 24-25 Fiscal Year
 2. By request of a board member, review of our investment activity over the last ~decade

I apologize for the length of the report!

Minutes of the August Finance Committee meeting

Donna Redmond (Chair) and I have discussed the Finance Committee and how we might conceive of its role and utility to the Treasurer, the board, and the congregation. There is not much in our Bylaws about the Finance Committee, and Donna and I will continue discussions on the Committee. We decided that we would begin to set agendas, keep minutes, and report the minutes here in the monthly Treasurer's report.

Finance Committee Meeting August 19, 2025, 10:00am Minutes

Attending: Donna Redmond (Chair), Jimmy Gorham (Treasurer), Doug Webbink, Rosali Simari
Absent: Gloria Morgan, Carol Saliba, Sandra Schwartz, Tim Temerson

We didn't review the monthly statements at this meeting, as Sandra was unavailable to prepare these reports due to a family emergency. We did have an informal discussion of items that Jimmy brought to our attention.

Review Disposition of Surplus from FY25

We discussed the surplus, but without the current financial statements we're not sure how the surplus was distributed. We believe that a portion was put in the reserve accounts for

buildings and for operating expenses, but don't know the exact amounts or the total amount of the surplus.

July '25 Treasurer Report to the Board of Trustees

Jimmy shared the excel spreadsheet that he prepared for the board's next meeting. He was able to take the figures from the *Statement of Financial Position* that Sandra had provided last month, and rearrange them so that they are easier to understand. Everyone appreciated this spreadsheet, and it led to a discussion of items that we want to understand even better; in particular, we want to understand the Member Bonds. The committee recommended to Jimmy that he consult with Stan Walker on this matter at some point this fall.

Common Endowment Fund: year over year performance

Jimmy provided a breakdown of the performance of the *Common Endowment Fund* from 2017 to today. We discussed this and the other investments. Our goal is to better understand how these funds originated, how they work, and how well they've performed.

There being no further business, the meeting was adjourned at 10:44 am.

Monthly report of budget versus actuals

In this monthly report, I have asked Sandra to change two aspects of the spreadsheet that I hope will make it a bit more readable/understandable: (1) round to the nearest dollar. I.e. We've removed the cents in each cell. (2) present the actual as % of budget so far; previously presentation was "inverted". We are one month into the fiscal year, so I don't have much to say about trends or particulars. Thank you, Sandra, for providing this despite personal challenges!

<u>Budget vs. Actuals: July 2025</u>				
<u>July 2025 - June 2026</u>				
	<u>Total</u>			
	<u>Actual</u>	<u>Budget</u>	<u>Remaining</u>	<u>% of Budget</u>
<u>Revenue</u>				
<u>4000 Non-Profit Revenue FY25-26</u>			<u>0</u>	
<u>4100 Pledged Donations FY 2025-26</u>			<u>0</u>	
<u>4110 Current Year Pledges FY 2025-26</u>	<u>76,382</u>	<u>488,250</u>	<u>411,868</u>	<u>15.64%</u>
<u>4120 Current Year Pledge Match FY 2025-26</u>	<u>6,840</u>	<u>12,060</u>	<u>5,220</u>	<u>56.72%</u>
<u>4130 Prior Year Pledges FY 2024-25</u>	<u>7,961</u>	<u>3,000</u>	<u>-4,961</u>	<u>265.37%</u>
<u>Total 4100 Pledged Donations FY 2025-26</u>	<u>\$ 91,184</u>	<u>\$ 503,310</u>	<u>\$ 412,126</u>	<u>18.12%</u>
<u>4200 Non-Pledged Donations FY 2025-26</u>			<u>0</u>	
<u>4210 Current Year Unpledged Donations FY 2025-26</u>	<u>532</u>	<u>7,000</u>	<u>6,468</u>	<u>7.60%</u>

Budget vs. Actuals: July 2025

July 2025 - June 2026

	<u>Total</u>			
	<u>Actual</u>	<u>Budget</u>	<u>Remaining</u>	<u>% of Budget</u>
<u>4220 Offering / Plate Cash FY 2025-26</u>	<u>629</u>	<u>10,000</u>	<u>9,371</u>	<u>6.29%</u>
<u>Total 4200 Non-Pledged Donations FY 2025-26</u>	<u>\$ 1,162</u>	<u>\$ 17,000</u>	<u>\$ 15,838</u>	<u>6.83%</u>
<u>Total 4000 Non-Profit Revenue FY25-26</u>	<u>\$ 92,345</u>	<u>\$ 520,310</u>	<u>\$ 427,965</u>	<u>17.75%</u>
<u>4500 Other Revenue</u>			<u>0</u>	
<u>4510 Building Rental Income</u>	<u>1,518</u>	<u>22,500</u>	<u>20,982</u>	<u>6.75%</u>
<u>4525 CD Interest</u>		<u>800</u>	<u>800</u>	<u>0.00%</u>
<u>4580 Transfer from Operating Reserve</u>		<u>5,000</u>	<u>5,000</u>	<u>0.00%</u>
<u>4610 CEF Bond Income</u>		<u>908</u>	<u>908</u>	<u>0.00%</u>
<u>4620 Cheetham Fund (RE)</u>		<u>826</u>	<u>826</u>	<u>0.00%</u>
<u>4630 Abrahamse Fund (Music)</u>		<u>774</u>	<u>774</u>	<u>0.00%</u>
<u>4640 Bristol Fund (B & G)</u>		<u>3,259</u>	<u>3,259</u>	<u>0.00%</u>
<u>Total 4500 Other Revenue</u>	<u>\$ 1,518</u>	<u>\$ 34,067</u>	<u>\$ 32,549</u>	<u>4.46%</u>
<u>Total Revenue</u>	<u>\$ 93,863</u>	<u>\$ 554,377</u>	<u>\$ 460,514</u>	<u>16.93%</u>
<u>Gross Profit</u>	<u>\$ 93,863</u>	<u>\$ 554,377</u>	<u>\$ 460,514</u>	<u>16.93%</u>
<u>Expenditures</u>				
<u>5000 Administrative Expenses</u>			<u>0</u>	
<u>5010 Communications</u>	<u>60</u>	<u>3,000</u>	<u>2,940</u>	<u>2.00%</u>
<u>5070 Cleaning Service</u>	<u>1,500</u>	<u>21,000</u>	<u>19,500</u>	<u>7.14%</u>
<u>5080 Kitchen, Bathroom & Cleaning Supplies</u>	<u>124</u>	<u>2,000</u>	<u>1,876</u>	<u>6.22%</u>
<u>5090 Safety and Security</u>		<u>500</u>	<u>500</u>	<u>0.00%</u>
<u>5200 Office Expense and Supplies</u>			<u>0</u>	
<u>5210 Office Supplies</u>	<u>84</u>	<u>2,000</u>	<u>1,916</u>	<u>4.20%</u>
<u>5220 Online Subscription Fees</u>	<u>96</u>	<u>5,500</u>	<u>5,404</u>	<u>1.74%</u>
<u>5230 Photocopies and Printing</u>	<u>183</u>	<u>2,100</u>	<u>1,917</u>	<u>8.72%</u>
<u>5240 Postage</u>	<u>7</u>	<u>1,100</u>	<u>1,093</u>	<u>0.65%</u>
<u>5250 IT Support</u>		<u>3,500</u>	<u>3,500</u>	<u>0.00%</u>
<u>5260 Computer Maintenance/Upgrade</u>		<u>2,000</u>	<u>2,000</u>	<u>0.00%</u>
<u>Total 5200 Office Expense and Supplies</u>	<u>\$ 370</u>	<u>\$ 16,200</u>	<u>\$ 15,830</u>	<u>2.29%</u>
<u>5300 Utilities</u>			<u>0</u>	
<u>5310 717 Main Bldg Electricity</u>	<u>351</u>	<u>7,000</u>	<u>6,649</u>	<u>5.01%</u>
<u>5320 717 Main Bldg Gas, Water, & Sewer</u>	<u>201</u>	<u>4,000</u>	<u>3,799</u>	<u>5.02%</u>
<u>5330 Edgewood Lane Parking Lot Electricity</u>	<u>27</u>	<u>300</u>	<u>273</u>	<u>9.05%</u>
<u>5340 Summit Gas, Water & Sewer</u>	<u>75</u>	<u>1,700</u>	<u>1,625</u>	<u>4.44%</u>
<u>5350 Summit House Electricity</u>		<u>3,000</u>	<u>3,000</u>	<u>0.00%</u>
<u>5360 Telephone & Internet</u>	<u>558</u>	<u>3,600</u>	<u>3,042</u>	<u>15.49%</u>

Budget vs. Actuals: July 2025

July 2025 - June 2026

	<u>Total</u>			
	<u>Actual</u>	<u>Budget</u>	<u>Remaining</u>	<u>% of Budget</u>
<u>5370 Trash and Recycling</u>	<u>131</u>	<u>1,500</u>	<u>1,369</u>	<u>8.75%</u>
<u>5380 Stormwater Assessment Fee</u>		<u>1,100</u>	<u>1,100</u>	<u>0.00%</u>
<u>Total 5300 Utilities</u>	<u>\$ 1,343</u>	<u>\$ 22,200</u>	<u>\$ 20,857</u>	<u>6.05%</u>
<u>5550 Buildings and Grounds</u>			<u>0</u>	
<u>5551 Main Building Maintenance Expenses</u>	<u>425</u>	<u>3,000</u>	<u>2,575</u>	<u>14.16%</u>
<u>5552 Buildings Contractual Maintenance</u>	<u>1,248</u>	<u>12,270</u>	<u>11,022</u>	<u>10.17%</u>
<u>5553 Bristol Fund Expense (B&G)</u>		<u>3,259</u>	<u>3,259</u>	<u>0.00%</u>
<u>5554 Summit House Maintenance Expenses</u>		<u>1,500</u>	<u>1,500</u>	<u>0.00%</u>
<u>5556 Grounds Contractual Services</u>	<u>460</u>	<u>7,000</u>	<u>6,540</u>	<u>6.57%</u>
<u>5559 Gardens and Grounds Expenses</u>	<u>139</u>	<u>2,000</u>	<u>1,861</u>	<u>6.93%</u>
<u>Total 5550 Buildings and Grounds</u>	<u>\$ 2,272</u>	<u>\$ 29,029</u>	<u>\$ 26,757</u>	<u>7.83%</u>
<u>5600 Personnel Expenses</u>			<u>0</u>	
<u>5610 Payroll - Benefits</u>			<u>0</u>	
<u>5611 Dental Insurance</u>	<u>410</u>	<u>1,758</u>	<u>1,348</u>	<u>23.29%</u>
<u>5612 Health Insurance</u>	<u>5,749</u>	<u>30,467</u>	<u>24,718</u>	<u>18.87%</u>
<u>5613 Life Insurance</u>	<u>280</u>	<u>2,154</u>	<u>1,874</u>	<u>13.00%</u>
<u>5614 Long Term Disability</u>	<u>437</u>	<u>3,752</u>	<u>3,315</u>	<u>11.64%</u>
<u>5615 Pension</u>	<u>3,540</u>	<u>24,225</u>	<u>20,685</u>	<u>14.61%</u>
<u>Total 5610 Payroll - Benefits</u>	<u>\$ 10,415</u>	<u>\$ 62,356</u>	<u>\$ 51,941</u>	<u>16.70%</u>
<u>5620 Wages & Payroll Tax</u>	<u>41,204</u>	<u>305,271</u>	<u>264,067</u>	<u>13.50%</u>
<u>5622 Payroll Taxes</u>	<u>2,416</u>	<u>15,989</u>	<u>13,573</u>	<u>15.11%</u>
<u>5623 Payroll - Payment In Lieu of FICA</u>	<u>1,133</u>	<u>7,365</u>	<u>6,232</u>	<u>15.38%</u>
<u>5624 Minister Housing Allowance</u>	<u>7,405</u>	<u>48,133</u>	<u>40,728</u>	<u>15.38%</u>
<u>Total 5620 Wages & Payroll Tax</u>	<u>\$ 52,158</u>	<u>\$ 376,758</u>	<u>\$ 324,600</u>	<u>13.84%</u>
<u>5630 Professional Expenses</u>			<u>0</u>	
<u>5631 Lead Minister Prof Expenses</u>	<u>757</u>	<u>3,000</u>	<u>2,243</u>	<u>25.22%</u>
<u>5632 Minister of Faith Development Prof Expenses</u>		<u>6,000</u>	<u>6,000</u>	<u>0.00%</u>
<u>5633 Operations Manager Professional Expenses</u>		<u>1,250</u>	<u>1,250</u>	<u>0.00%</u>
<u>5634 Dir of Music Prof Expenses</u>	<u>154</u>	<u>750</u>	<u>596</u>	<u>20.53%</u>
<u>Total 5630 Professional Expenses</u>	<u>\$ 911</u>	<u>\$ 11,000</u>	<u>\$ 10,089</u>	<u>8.28%</u>
<u>5640 Payroll Processing Fees</u>	<u>534</u>	<u>5,900</u>	<u>5,366</u>	<u>9.05%</u>
<u>5650 Workers' Compensation Insurance</u>		<u>1,500</u>	<u>1,500</u>	<u>0.00%</u>
<u>5670 Sabbatical Reserve Expense</u>	<u>500</u>	<u>500</u>	<u>0</u>	<u>100.00%</u>
<u>UNUSED9999 Media Production and Management 1099</u>	<u>616</u>	<u>5,200</u>	<u>4,584</u>	<u>11.85%</u>

Budget vs. Actuals: July 2025

July 2025 - June 2026

	<u>Total</u>			
	<u>Actual</u>	<u>Budget</u>	<u>Remaining</u>	<u>% of Budget</u>
Total 5600 Personnel Expenses	\$ 65,133	\$ 463,214	\$ 398,081	14.06%
5700 Financial Services Charges			0	
5710 Bank Fees		150	150	0.00%
5720 Financial Service Fees	328	4,000	3,672	8.19%
5730 Credit Card Fees		50	50	0.00%
Total 5700 Financial Services Charges	\$ 328	\$ 4,200	\$ 3,872	7.80%
5800 Debt Service			0	
5801 Other Debit Service Expenses		5,000	5,000	0.00%
5802 CEF Bonds int Expense		4,859	4,859	0.00%
5803 CEF Member Bonds Principal		908	908	0.00%
Total 5800 Debt Service	\$ 0	\$ 10,767	\$ 10,767	0.00%
5900 Legal Expense		500	500	0.00%
5910 Accounting Fees		3,000	3,000	0.00%
Total 5000 Administrative Expenses	\$ 71,130	\$ 575,610	\$ 504,480	12.36%
6000 Program Expenses			0	
6020 Hospitality	99	2,500	2,401	3.98%
6100 Worship Service Expenses			0	
6110 Worship Supplies and Subscriptions	12	400	388	3.03%
6120 Guest Preacher	640	750	110	85.33%
Total 6100 Worship Service Expenses	\$ 652	\$ 1,150	\$ 498	56.70%
6130 Music Expense		250	250	0.00%
6140 Pianist		3,600	3,600	0.00%
6150 Abrahamse Fund (Music) Expense		774	774	0.00%
6160 Instrument service		1,050	1,050	0.00%
Total 6130 Music Expense	\$ 0	\$ 5,674	\$ 5,674	0.00%
6200 Faith Development			0	
6210 Cheetham Fund Expense (RE)		826	826	0.00%
6220 RE Children & Youth	169	6,000	5,831	2.81%
6230 Women's Spirit		100	100	0.00%
Total 6200 Faith Development	\$ 169	\$ 6,926	\$ 6,757	2.44%
6300 Beloved Community			0	
6310 Caring Community		75	75	0.00%
6320 Childcare		3,250	3,250	0.00%
6330 Family Ministry		750	750	0.00%

Budget vs. Actuals: July 2025

July 2025 - June 2026

	<u>Total</u>			
	<u>Actual</u>	<u>Budget</u>	<u>Remaining</u>	<u>% of Budget</u>
<u>6340 Fun & Friendship</u>		500	500	0.00%
<u>6350 Inclusivity Ministry</u>		500	500	0.00%
<u>6360 Membership & Member Tracking</u>		500	500	0.00%
<u>6370 Volunteer Coordination</u>		100	100	0.00%
<u>6380 Young Adults / Campus Outreach</u>		500	500	0.00%
<u>6390 Campus Plan</u>		3,000	3,000	0.00%
<u>Total 6300 Beloved Community</u>	\$ 0	\$ 9,175	\$ 9,175	0.00%
<u>6400 Faith Witness - External</u>			0	
<u>6410 Social Action Council</u>		1,500	1,500	0.00%
<u>6420 Interfaith Ministries</u>	258	400	143	64.38%
<u>6430 Ministry for Earth</u>		500	500	0.00%
<u>6440 Justice Ministries</u>	88	1,000	913	8.75%
<u>6450 UUA Annual Program Fund</u>		5,000	5,000	0.00%
<u>Total 6400 Faith Witness - External</u>	\$ 345	\$ 8,400	\$ 8,055	4.11%
<u>Total 6000 Program Expenses</u>	\$ 1,265	\$ 33,825	\$ 32,560	3.74%
<u>7000 Fund Raising Expense</u>			0	
<u>7100 Pledge Program Expense</u>		300	300	0.00%
<u>7200 Other Fundraising Expense</u>		900	900	0.00%
<u>Total 7000 Fund Raising Expense</u>	\$ 0	\$ 1,200	\$ 1,200	0.00%
<u>Total Expenditures</u>	\$ 72,395	\$ 610,635	\$ 538,240	11.86%
<u>Net Operating Revenue</u>	\$ 21,468	\$ -56,258	\$ -77,726	-38.16%
<u>Other Revenue</u>				
<u>8000 Other Income</u>			0	
<u>4530 Endowment Transfer</u>		11,800	11,800	0.00%
<u>Total 8000 Other Income</u>	\$ 0	\$ 11,800	\$ 11,800	0.00%
<u>Total Other Revenue</u>	\$ 0	\$ 11,800	\$ 11,800	0.00%
<u>Net Other Revenue</u>	\$ 0	\$ 11,800	\$ 11,800	0.00%
<u>Net Revenue</u>	\$ 21,468	\$ -44,458	\$ -65,926	-48.29%

Statement of Financial Position

- **Output from Quickbooks**

Statement of Financial Position
Unitarian Universalist Congregation of Charlottesville

As of July 31, 2025	
Distribution account	Total
Assets	
Current Assets	
Bank Accounts	
1000 UVA CCU Checking (80)	0.00
1010 General Fund	150,940.00
1020 Donor Restricted Funds	0.00
1020-01 Adult Faith Development AFD	6,786.00
1020-02 Children's Service Offering	760.00
1020-03 Cluster Conference RJ Funds	153.00
1020-04 Coming of Age	1,197.00
1020-05 Food Pantry	9,240.00
1020-06 Green Building Improvements	536.00
1020-07 IHS Meal Packets	3,989.00
1020-08 Labyrinth Project	713.00
1020-09 Minister's Discretionary Fund	10,781.00
1020-10 Music Programs	414.00
1020-13 Social Hall Floor Project	12,577.00
1020-15 Hospitality Fund	14.00
Total for 1020 Donor Restricted Funds	\$47,160.00
1030 Board Designated Funds	0.00
1030-01 Building & Grounds Reserve Fund	11,129.00
1030-02 Capital Reserve Fund	983.00
1030-03 Operating Reserve	17,259.00
1030-05 Sabbatical Fund	2,953.00
1030-06 Remembrance Garden	17,378.00
Total for 1030 Board Designated Funds	\$49,701.00
Total for 1000 UVA CCU Checking (80)	\$247,801.00
1200 UVA CCU Savings (00)	56,404.00
1400 CD 12 Months @3.5%	25,323.00
Total for Bank Accounts	\$329,528.00
Accounts Receivable	
Other Current Assets	
1500 UU Common Endowment Fund	749,005.00
1600 Member Bonds	0.00
1610 Bonds Held by Restricted Funds	0.00
1611 Cheetham Bonds Principal (RE)	16,214.00
1612 Bristol Bonds Principal	62,077.00

1613 Abrahamse Bonds Principal	15,642.00
Total for 1610 Bonds Held by Restricted Funds	\$93,933.00
1620 CEF Bonds Principal	16,067.00
Total for 1600 Member Bonds	\$110,000.00
Total for Other Current Assets	\$859,005.00
Total for Current Assets	\$1,188,532.00
Fixed Assets	
1700 Church Building	830,529.00
1710 Church Addition	572,114.00
1720 Church Land	55,000.00
1730 Summit House Building	475,148.00
1740 Summit House Land	150,000.00
1800 Furniture & Fixtures	513.00
Total for Fixed Assets	\$2,083,304.00
Other Assets	
Total for Assets	\$3,271,836.00
Liabilities and Equity	
Liabilities	
Current Liabilities	
Accounts Payable	
2000 Accounts Payable	3,862.00
Total for Accounts Payable	\$3,862.00
Credit Cards	
2015 WFCC Sean's x6444 /x2064	203.00
2030 Ramp Card	23.00
Total for Credit Cards	\$226.00
Other Current Liabilities	
2060 Health Premium WH	2,737.00
2070 Dental Premium WH	95.00
2080 Pension Contrib WH	1,250.00
2100 Other Liabilities Total	0.00
2120 Public Radio Fund	50.00
2130 Social Action Collections (SAC)	9,834.00
2140 Endowment Holding For Transfer	8,704.00
Total for 2100 Other Liabilities Total	\$18,589.00
Total for Other Current Liabilities	\$22,671.00
Total for Current Liabilities	\$26,759.00
Long-term Liabilities	

2230 Long Term Liabilities	0.00
2231 Summit House Bonds	110,000.00
2232 No Interest Member Loan	29,000.00
Total for 2230 Long Term Liabilities	\$139,000.00
Total for Long-term Liabilities	\$139,000.00
Total for Liabilities	\$165,759.00
Equity	
3000 Net Assets (Equity)	2,731,844.00
Retained Earnings	330,376.00
Net Income	43,858.00
Total for Equity	\$3,106,078.00
Total for Liabilities and Equity	\$3,271,837.00

- The same data as above, placed into tables, as I presented last month.

Bank Accounts			
1010 Board Designated Funds	\$49,702	Total for Checking	\$247,801
1020 Donor Restricted Funds	\$47,160		
1030 Available in Checking Account	\$150,939		
1300 UVA CCU Savings (00)	\$56,404	Total for Savings, CD	\$81,727
1400 CD 12 Months @3.5%	\$25,323		
Total for Bank Accounts			\$329,528
Common Endowment Fund			
1500 UU Common Endowment Fund			\$749,005
Member Bonds			
1611 Cheetham Bonds Principal (Religious Education)	\$16,214	Total for 1610 Bonds Held by Restricted Funds	\$93,933
1612 Bristol Bonds Principal (Building and Grounds)	\$62,077		
1613 Abrahamsse Bonds Principal (Music)	\$15,642		
1620 Common Endowment Funds (CEF) Bonds Principal	\$16,067	total for CEF Bonds Principal	\$16,067
Total for 1600 Member Bonds			\$110,000
1010 Board Designated Funds			
1030-01 Building & Grounds Reserve Fund	11,129		
1030-02 Capital Reserve Fund	983		
1030-03 Operating Reserve	17,259		
1030-05 Sabbatical Fund	2,953		
1030-06 Remembrance Garden	17,378		
TOTAL	49,702		
Liabilities			
2000 Accounts Payable			\$3,862
2010, 2020, 2030 Credit Cards			\$226
2060 Health Premium WH			\$2,737
2070 Dental Premium WH			\$95
2080 Pension Contrib WH			\$1,250
2100 Other Liabilities Total			\$0
2120 Public Radio Fund			\$50
2130 Social Action Collections (SAC)			\$9,834
2140 Endowment Holding For Transfer			\$8,704
Total for Current Liabilities			\$26,758
2231 Summit House Bonds			\$110,000
2232 No Interest Member Loan			\$29,000
Total			\$165,758
Fixed Assets			
1700 Church Building			\$830,529
1710 Church Addition			\$572,114
1720 Church Land			\$55,000
1730 Summit House Building			\$475,148
1740 Summit House Land			\$150,000
1800 Furniture & Fixtures			\$513
Total for Fixed Assets			\$2,083,304
Total Assets			
Bank Accounts			\$329,528
Common Endowment Fund			\$749,005
Member Bonds			\$110,000
Fixed Assets			\$2,083,304
Total			\$3,271,837
1020 Restricted Funds			
1020-01 Adult Faith Development AFD			\$6,786
1020-02 Children's Service Offering			\$760
1020-03 Cluster Conference RJ Funds			\$153
1020-04 Coming of Age			\$1,197
1020-05 Food Pantry			\$9,240
1020-06 Green Building Improvements			\$536
1020-07 IHS Meal Packets			\$3,989
1020-08 Labyrinth Project			\$713
1020-09 Minister's Discretionary Fund			\$10,781
1020-10 Music Programs			\$414
1020-13 Social Hall Floor Project			\$12,577
1020-15 Hospitality Fund			\$14
Total for 1020 Donor Restricted Funds			\$47,160

[Clarify disposition of budget surplus from the 24-25 Fiscal Year](#)

At my request, Sandra Schwartz provided a detailed assessment of how we distributed our budget surplus from the Church year just ended.

We had a year-end surplus of \$56,227, largely due to elimination of the DAF position. We also exceeded expected revenue from our fundraisers. In addition, we planned for (i.e. budgeted) a large withdrawal (\$20K) from our Endowment, and this was increased to \$29K during the year. The final disposition of the \$56,227 was:

\$8,000	Buildings and Grounds Reserve Fund
\$10,000	Operating Reserve Fund
\$38,227	placed into General Fund (aka Checking Account)

At the request of a board member, the performance of the Common Endowment Fund from 2017 to the present was reviewed and discussed

Lead Minister's Report to the Board:

Lead Developmental Minister Report

August 2025

After a very restful month off from preaching in July, I am excited for the beginning of a new church year. There are so many good things happening at UUCville that I often feel like I can't keep up with everything. Don't get me wrong. That's a good thing! As I've said in many previous reports, our congregation is blessed with enormous talent and creativity, passion and skill. We are moving forward with our long-range plan. And I feel so many good things are happening because we are really coming together – coming together around our mission, long-range plan, and a shared commitment to living our UU values.

Worship – I am very pleased with the quality of our Sunday morning services. A big thank you to those colleagues and members who led services while Rev. Leia and I were away in July, including Rev. Susan Karlson, Scott DeVeaux,

Rev. Annie Foerster, and Angela Orebaugh. I'm also pleased to share that August attendance has been robust, both in person and online. Finally, I'd like to mention how excited Rev. Leia and I are for the new, online hymnal from the UUA called *Sing Out Love*. We have purchased a subscription and Rev. Leia and Scott have already introduced two of the new songs during a recent service.

Membership – I welcomed two new members this past Sunday, which brings our membership total to 345. The membership committee continues to do a stellar job welcoming newcomers and helping them along the path to membership. The committee is small but each person has a specialty/passion. The next newcomer circle will take place on September 21 and the fall New Members and Friends class will be held on November 8 or 15.

Volunteer Coordinators – You will be appointing our volunteer coordinators at tonight's meeting but I'm very pleased to share that Cathy Sanders and David Mellor have agreed to serve. Both Cathy and David eagerly accepted my invitation and seem very excited to get started. They have already been given access to volunteer@uucharlotteville.org and you will be seeing this email address all over church communications going forward.

Westhaven Community Day – What a glorious event this was August 2. Our congregation had a table, which I understand is the first time we have tabled at this event. I'm also pleased to share that a number of our members volunteered to help with general community day tasks while others worked at our table. It is my hope that participating in the Westhaven Community Day is one of many things our congregation can do to build relationships with Charlottesville's black community and to be good partner and ally with organizations like City of Promise and PHAR, who invited and encouraged us to be part of the Community Day.

Mosaic Squad/Resistance Gathering – WOW!!! What a great turn-out and program at the Resistance Gathering this past Sunday led by our Mosaic Squad. The total attendance was 84, which shows how passionate people are

about resisting authoritarianism and how amazing our Mosaic Squad is. I can't wait for the next steps!

Gaza Famine Relief Special Collection – I know the Board may be discussing the feedback we received about the collection, but I want to share that although I don't have a total number, we raised over \$10,000 and perhaps considerably more. Once again, the compassion and generosity of our congregation is inspiring.

Sanctuary Sound System – I feel like I include in so many reports that the Glenn Short Committee has done another amazing thing to upgrade our facilities and I'm happy to say that they have decided to purchase a new and much larger soundboard for the sanctuary and new wireless mics, including two headset or what I like to call "Madonna" mics. But, alas, I will not be breaking out any Madonna hits from the 1980s although Rev. Leia knows all the hand motions for Madonna's hit song "Vogue" Be sure to ask her to demonstrate!

Kicking Off a New Church Year – I'm very excited about the kick-off to the new church year on September 7 & 14. On 9/7, we will hold our annual water communion service followed by an all-church picnic. On 9/14, we will be holding our annual Service Fair led by our new volunteer coordinators. We are getting the year off to a great start!

With Gratitude,

Rev. Tim

Faith Development Minister's Report to the Board:

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

Sunday Summer Fun

Our children's summer program continues through September 7. Our RE Assistant, Bryn Malone, has done a wonderful job of leading our summer program with fun and meaningful activities for nursery through rising 6th graders. Bryn is a shining star in other aspects of their work, too. We are lucky to have them as part of our staff team.

Religious Education Programming for Children & Youth RE

This year in our Children & Youth RE Program we are offering:

- Celebrating Me and My World* in our nursery class for infants through 4-year-olds,
- Spirit Play* in the Mural Room for 4-year-olds through 1st grade,
- Growing Anti-Racist UUs* for 2nd-4th grades upstairs in Summit House
- Growing Anti-Racist UUs* for 5th & 6th grades in Lower Hall room 2
- Our Whole Lives* for 7th-9th grades in Lower Hall 2 on Sunday afternoons from 4-6PM
- Young Religious Unitarian Universalists (YRUU)*, 10th-12th grades, upstairs in Summit

We have a lovely cohort of volunteers who have signed up to work with our children and youth this year. I thank them for their support and enthusiasm.

Sunday "Second Hour" is an important part of Sunday mornings for families in our congregation. Childcare is provided on the playground from 12:30-1:30. This allows parents to attend newcomer sessions, committee meetings, our UU Parents Group (UUPs), and to just meet and talk with other parents. Sunday Second Hour resumes Sunday September 7.

Adult Faith Development

Our Fall semester of AFD includes:

- Clear Spring Buddhist Sangha
- Support Group for those who have loved ones with Dementia
- Afro Flow Yoga
- Tai Chi
- UU Spirituality Book Group
- UU Parents Support Group
- Womenspirit
- Facing Death with Life (co-led by myself and Patty Wallens)
- UUA's Common Read *Social Change Now* by Deepa Iyer (led by me)
- Classes by Greg Townsend on responding to incivility and another on MOSAIC materials
- weekly "Meditation for Twin Hearts" with Jean MacInnis
- Rev. Tim's class (still in process of deciding)
- Anti-Racist Lessons from the Ancestors (Wayne Arnason)

Pastoral Matters & Rites of Passage

It is a busy time with pastoral matters—meeting individually with congregants, nursing home visits and consulting about upcoming weddings.

Worship & Whole Church Programming

Rev. Tim and I have been busy planning the worship and program calendar for the coming year. There are lots of wonderful things in the works!

It is a busy time full of anticipation.

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

**Stewardship Steering Committee
Priority Work 2025-2026**

Committee Members

Kay Frazier: At large, Chair

Jimmy Gorham: Treasurer

Ann Salamini: At large

Rev Tim Temerson: ex officio

Board Liaison: Ellie Syverud

At Large: vacant

At Large: vacant

Planned Giving: (Ann Salamini, Kay Frazier, Jude Bias, Laura Horn, Keith McGlamery) -
Ongoing

- Continue to develop communications tools and materials for outreach.
- Hold luncheons in Fall 2025 and Spring 2026. Participate in a January Sunday service celebrating planned giving.
- Form a Legacy Circle that leads to sustaining the effort.
- Learn how/if Breeze can be used for communication purposes and storing data.
- Construct a system to acknowledge Intent Forms and actual bequests.
- Construct an outreach process to follow up with individuals with interest in Planned Giving.
- Complete policy documents to guide planned giving.
- Occasionally, table in the Social Hall during the church year to distribute information.

- Continue discussion of “tribute gifts”, “living legacy gifts” (one-time gifts to the endowment or other funds that are in addition to the pledges)

Pledge Drive - December – April

- 2024 Team Leader: Jimmy Gorham Team members: Kay Frazier, Acshah Carrier, Bob Brett, Carol Temerson, Sandy Brooks, Jude Bias, Angela Orebaugh, Don Landis, Ann Salamini, others
- Identify new team leader(s) for 2025-26 pledge drive.
- Review and assess past plans.
- Review website information.
- Ensure Breeze membership and supporter data are up to date.
- Organize the team during late Fall/early Winter. Recruit new team members.

Communications: (Jude Bias, Sandy Brooks) - Ongoing

- Develop a topic schedule for Friday Newsletters. Create content for the newsletters.
- Create and develop special edition newsletters. i.e., pledge drive, Breeze
- Continue to improve the website with new and accurate content.
- Develop printed materials/handouts as needed to support SSC activities.

Breeze/Data Team (Renee Brett, Jimmy Groham, Bob Brett, Kay Frazier) August - January

- Develop and implement a plan to educate the congregation about Breeze. Table in the Social Hall to assist anyone with Breeze questions. Roll out Breeze to the congregation. i.e., establishing user accounts, opt-in directory
- Continue to clean the existing data.
- Continue to build procedures and protocols.
- Train staff, defining roles and responsibilities.

Campus Plan - Sept - May

- Keep abreast of the progress on the campus plan development.
- Educate ourselves about capital campaigns.

Caring Community - Ongoing

- Support the Service Fair: September 14th
- Support Membership Committee – offer to assist in creating a new members' information packet
- Support the Volunteer Coordinators

Final: August 14, 2025

Campus Plan Draft Team Working Document

UU Congregation of Charlottesville's 2023 [Long Range Plan](#) identified the need for a Campus Plan for our buildings and grounds. A Campus Plan offers an opportunity to assess our congregation's existing spaces and determine the necessary repairs, both current and future. The planning process also initiates and creates the opportunity for aspirational dreaming that allows us to consider our current and future space needs and how our spaces can align more closely with our values and mission. The 2025 Campus Planning Process will take place from Fall 2025 through Spring 2026. During the first phase, the Taskforce will work with stakeholders within the congregation to conduct a thorough assessment of our current space and maintenance needs. Starting in the Winter, we will share these findings and start a visioning phase with the larger congregation to consider the future of our buildings and grounds, starting with the next five years. After gathering this insight, the Taskforce will develop and share in the Spring of 2026 the priority projects, with more detail, to provide future budget guidance, lay the groundwork for a capital campaign, and ultimately serve as a strong starting point for project commencement.

Goals

- Envision and develop a Campus Plan for the buildings and grounds (Campus) that aligns with our UUCville mission, values, and guiding principles.
- Create a Campus Plan that inspires and engages the congregation in implementing the plan's priorities.

Guiding Principles

The Campus Plan should:

- Promote a feeling of comfort, well-being, and peace for visitors and the congregation.
- Promote a sense of welcome and inclusivity, making our spaces accessible and usable by the broadest range of visitors and congregants.

- Promote the sense of a unified church campus integrated with its site. Create a sense of continuity between the gardens, grounds, and building interiors.
- Acknowledge and incorporate the site and campus history into the plan.
- Create spaces that are flexible and functional, allowing for multiple possible configurations or different uses.
- Achieve long-term value and durability to ensure that this investment continues to serve future generations. Likewise, we hope to stabilize and protect investments made in the past, allowing us to continue utilizing their value.
- Aspire to sustainability in all respects – reducing energy consumption, minimizing waste, minimizing the use of toxic materials, promoting healthy spaces, and encouraging preservation of existing materials.
- Ensure that the construction process and materials we use reflect the values of the congregation.
- Strive to be a responsible neighbor and facilitate a relationship with the surrounding neighborhood.

Deliverables

- Develop a Campus Plan that defines needed maintenance and improvements, both minor and major, for five years, while also engaging the congregation in dialogue about future aspirations and dreams.
 - In addition to the grounds and room-by-room assessment, the Campus Plan will include an assessment and recommendations for maintenance and improvements to the mechanical, electrical, and plumbing systems, and exterior features such as gutters and roofing.
 - Examples of maintenance and minor improvements may include painting schedules and the replacement of appliances. Examples of major improvement projects may include a kitchen renovation and a new playground design and construction.
 - Minor improvements may be funded through annual budgets and the Bristol Fund. A capital campaign and/or use of the Endowment Fund will be needed to fund major projects.
- Document aspirational ideas of the congregation as part of the final Campus Plan.
- Develop recommendations for design standards and material choices that incorporate sensitivity to environmental sustainability and healthy buildings.
- Develop project scope, budget estimates, and conceptual plans (if needed) for priority capital improvements to enable the Buildings Committee, Gardens and Grounds Committee, and the Facility Manager to move to the next steps for the projects. This deliverable may require outside consulting services.

Process

Phase I - Forming and Assessment

- The Board of Trustees appoints a 5 –7-person Taskforce to lead the Campus Plan project.

- The Taskforce forms a Stakeholders' Group, with representation from staff (Facilities Manager), Buildings Committee, Gardens and Grounds Committee, Ministry for Earth, staff, and members at large. The purpose of the Stakeholders' Group is to assist the Taskforce with:
 - Assessing current conditions: including accessibility, lighting, facility conditions, grounds and garden conditions, parking lots, walkways, pathways, and signage.
 - Facilitating communication with the interested committees and groups.
 - Organizing and facilitating visioning sessions in small group meetings.
 - Developing priorities, schedules, and cost estimates.
 - Championing the plan.
- Conduct facility campus assessments of current conditions and available documents. Consult with outside vendors if needed.
- Conduct interviews and collect data on current space usage.
- Share preliminary results at a Board of Trustees' meeting.

Phase II - Engagement, Visioning, and Concepts

- Organize and facilitate visioning sessions of small congregational groups to present an overview of current conditions and glean congregational input. Offer tours/walkabouts of the campus in small groups as part of the visioning process.
- Engage interested committees and staff in the visioning and assessment process.
- Develop possible programmatic themes and concepts for gardens and grounds, and facility development and improvements, leading to an overall vision for the campus.
- Table in the Social Hall to present preliminary concepts and priorities.
- Share preliminary results at a Board of Trustees' meeting.

Phase III - Finalizing Plan

- Engage the Stakeholders' Group and staff in determining maintenance and capital priorities.
- Develop final plans, with priorities, schedules, and budget estimates for priority projects.
- Table in the Social Hall with final plans.
- Present plan to the Board of Trustees for final review and adoption.
- Hold a final stakeholders meeting to assist in organizing next steps.
- Establish a process to maintain documents related to campus maintenance and improvements.
- Establish a process to track the progress and routinely update the plan. Celebrate! (get to work!)

Timeline

Phase I Assessment: September – November

Phase II Engagement, Visioning, and Concepts: January – February

Phase III Finalizing Plan: March - June

Submitted by: Hayley Owens, Breck Gastinger, and Kay Frazier
August 2025

4. MONEY HANDLING AND CHECK WRITING AUTHORITY POLICY

V.A.4.a: Individuals with primary responsibility for the church finances and/or who handle significant amounts of church money and/or who have check-writing or signature I in any accounts connected to this Church shall be subject to a (criminal) background check. At a minimum, those individuals shall include the Treasurer, the Assistant Treasurer, the weekly bank depositors, the authorized check signers, and the Chair of the Finance Committee. Requests for background checks will be initiated by the President of the Board or by the full Board. The Operations Manager will see that the proper form is completed and submit the request electronically. Upon receipt of the electronically submitted report, the results will be reviewed and given to the minister.

Approved: October 2011

POLICY V.A.4.b: UUCville check-writing authority will be vested with the Operations Manager, the current Board President, and the current Board Vice-President. The Operations Manager is authorized to sign checks up to a limit of \$3000.00 per draft. Checks in excess of \$3000.00 require two signatures by the Operations Manager and either the Board President or Vice-President. Reconciliation of the bank accounts is done by the Operations Manager.

Approved: September 2011 Revised: August 2015

5. EXPENDITURES

POLICY V.A.5: Authority to approve expenditures from a budgeted line item or cash account rests with the staff member or committee chair under which the line item falls.

PROCEDURE:

- Authorized persons requesting disbursement from an account must complete an expense reimbursement form indicating the amount spent, a description of what it was spent for and the account name and number to which the disbursement should be charged.
- Non-authorized persons requesting reimbursement must have the expense reimbursement form co-signed by the appropriate authorized person before presenting it to the Operations Manager.
- It is the responsibility of the authorized person to ensure sufficient funds remain in the line item to pay the request.
- Once completed, the expense reimbursement form, with relevant collaborating receipts attached, is given to the Operations Manager for processing.

Approved: December 2009

Public comment on 26 Aug 2025 by Marlene Jones, Member.

UUCville concerns on Gaza Fundraising and COM

First, I feel the Board breached my trust as a congregant by authorizing the Gaza fundraising earlier in the month. You engaged in an action in my name without my input. Gaza is a tragedy and unfortunately it is highly likely it will continue being a genocide, famine and all round disaster for the next couple of years. Asserting that there was an "emergency" to avoid a longer process of engaging the finance committee and congregation was wrong.

For me, this event felt like desavue and the bad old days when I as a member could not trust our staff or board to follow the rules.

I understand the process you circumvented is tedious. I have personally been involved in several questions the congregation has considered over the past 20 years, organizing and facilitating a few, it is a lot of work. However, in each case the process gave the members of the congregation a deeper understanding and ownership of the decision and a deeper commitment to our congregation even if they disagreed with the outcome.

Second, The committee on Ministry in the prior called ministers' tenure broke trust by breaking confidentiality. Reconstituting the COM would mean establishing a committee of congregants that could be trusted by members to discuss concerns with the ministries and staff. You have not done this, giving a committee with a completely different agenda and tasking the same name is confusing. Give the committee that will review and monitor the comprehensive plan a different name and reconstitute the Committee on Ministry with an agenda and tasking that will help rebuild the trust of members.

In the future, when it comes to governance you need to do better!!

**Board Response to Public Comment by Marlene Jones at the 8/26/2025 Board Meeting
(read by Marlene during the public comment section, and emailed to the Board Secretary)**

The Board welcomes public comments and guests during our Board meetings, and we do not normally respond in writing. However, we understand that trust is fundamental to our congregation, and we feel it is important to address the allegation that a process was circumvented regarding the Gaza collection. Here, we'd like to clarify the process we followed.

Regarding the collection for Gaza, the congregational leadership, including the ministers, President of the Board and Board Treasurer, discussed the collection in advance. All of them supported the importance of this collection, and the critical nature of the need. We carefully reviewed our [policy manual](#) and referred to Section V.D.1.c Emergency Requests for Fundraising (page 44), which states "if there is an emergency request for a collection due to a disaster (hurricanes, floods, acts of terrorism, etc.) or acute pastoral need (individual or family), it will be handled by the Minister(s) and/or the Board."

We felt that the crisis in Gaza clearly met this criteria: While the humanitarian crisis had persisted for months, in late July and early August the situation deteriorated rapidly, with multiple UN agencies warning that Gaza had crossed into imminent famine conditions - warnings that the Integrated Food Security Phase Classification (IPC), the UN-backed global authority on food security, would confirm with an official famine declaration on August 22nd. In early August, UN officials and relief agencies were reporting that Gaza was on the brink of meeting all three famine thresholds - extreme food deprivation affecting over 20% of households, acute malnutrition in over 30% of children under five, and catastrophic mortality rates. These warnings of imminent famine, where days could mean the difference between life and death for thousands, exemplified precisely the type of emergency situation our policy anticipates.

As with any collection, congregants are welcome to participate or not.

Regarding the comments on the Committee on Ministry, the Board will review these concerns and consider how best to address them in our ongoing governance discussions .