

Unitarian Universalist Congregation of Charlottesville
BOARD OF TRUSTEES Board Minutes
Dec 9, 2025

Meeting hosted on Zoom at 6:30pm.

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

Absent – N/A

Guests – Laura Horn, Barb Alag, Chris Little, Pam McIntire, Amy Epp

I. Opening - (20 mins)

- Opening and Closing Words: Ellie Syverud
- Reporter: Achsah Carrier
- Time Keeper: Kim Grover
- Process Observer: John Griffith

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

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

MOTION: to Accept the agenda - Ellie Syverud moved to accept and John Griffith seconded.

5. Written Correspondence - None was received

II. Electronic Motions (1 minute)

1. Approval of the October minutes - done via email

Business done outside of the October board meeting: In mid-October 2025, at large Board member Chris Little resigned his position. Per the bylaws, the Board, in consultation with the Nominating Committee and the ministers, recommended Ashley Cooley to fill the vacancy. The Board voted by email, and concluded on October 30 with unanimous approval of Ashley to fill the vacancy on the Board. Per the bylaws, at the next congregational meeting we will have a special election to fill the vacancy for the remainder of the term.

III. Business (35 min)

- Member Survey update discussing timeline/process (10min)
- Committee of Ministry update - please see attached information (20min)
- Planned Giving update -See attached information (5min) - Ellie Syverud moved to add to the policy manual and Achsah Carrier seconded. All approved. Tammy Wilt sent a copy of the update to Nash to be updated in the policy manual.
- Board to vote to approve the appointment of Marcia Brecker as a new member of the SSC - Marcia will be serving a 6 month term from January 2026-June 2026, as to keep staggered terms for the committee. Achsah Carrier motioned to approved and John Griffith second - all approved

BREAK AND GRATITUDE CARDS (5 min) - Please think of people the Board should recognize for their recent contributions to our church community. Tamara Helms and Nash to thank for the Elder brunch, Kay Frazier, MJ Lightbody for the auction. Altar team: Debby Norton, Patty Wallens, Bonnie Hansen and Lauren Doran. Elizabeth Breeden for the Thanksgiving event and more and David Mellor for AV Tech, Volunteer Coordinator, YRUU Advisor and more.

IV. Reports (20 min) - Written reports can be found at the end of the minutes. *Votes mentioned in reports will be taken in the business portion of the meeting.*

1. **President's Report** (Written)- Carol Gardner
2. **Vice President's Report** (Written) - Beverly Ryan
3. **Treasurer's Report** (Written) - Jimmy Gorham
4. **Lead Minister's Report** - (Written) - Rev. Tim Temerson
5. **Minister of Faith Development's Report** (Oral) - Rev. Leia Durland-Jones - New Years Day retreat- 1-4pm in the lower hall of the Church building- all ages welcome.
6. **Membership Report** (Written) - 329 members according to Breeze per Rev Tim Temerson
7. **Board Liaison Reports**
 - Nom Committee: (Oral) John Griffith - Elizabeth Breeden was elected chair of the committee
 - Personnel Committee (Oral) - Beverly Ryan
 - Communications Committee (Oral) - Achsah Carrier

- Building Committee (Oral)- Kim Grover - We have a new water heater serving the kitchen and a new refrigerator. The new refrigerator is in the church kitchen and the refrigerator in the church kitchen was moved to the Summit House
- Stewardship Steering Committee (Oral) - Ellie Syverud - updating Breeze directory and Nash will be managing the Breeze updates. Add a welcoming portal on the webpage to access Breeze. The Pledge drive is coming up and looking for leadership

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

- Update for Pledge Committee
- Board needs to set Lead Minister's housing allowance
- Update on the Emergency Preparedness Committee potential members

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: January 14, 2026

Next UU Charlottesville Board Meeting: January 27, 2026

Reports to the Board

President's Report to the Board: President's Report to the Board December 2025

As has been usual in recent years, the Board is doing a combined November/December meeting in early December, due to the various holidays.

I wanted to take a moment again to recognize Chris Little for his years of service on the Board. Chris resigned in October, to prioritize time with his family and his work with people on the margins. Chris has been a thoughtful, insightful and passionate Board member, and I thank him for his service.

Filling the vacancy left by Chris, I would also like to welcome Ashley Cooley, a relatively new member of UUCville. I look forward to working with her on the Board. Please see the newsletter item and website posting with more information about the transition, and about Chris and Ashley.

I was very pleased to participate in the recent New Members and Friends class, which was very well attended! I spoke briefly about the governance of the congregation, the role of the Board, the budget process and the annual congregational meeting. It was great to see so many folks interested in becoming part of UUCville, and it was a good reminder of how important this faith community is in our lives.

The very same day, I attended the fall auction, and had a wonderful time. I really appreciate all the hard work that goes into planning this event; soliciting and managing the donations, planning the day of the auction festivities, and then the follow up with winning bidders and donors. Thank you again to the auction committee!

I particularly love that the auction has so many positive facets. It is, of course, a great fundraiser for the church (over \$8,000 this fall!). But the auction event itself is also a fun opportunity to get together, browse the offerings, chat with old and new friends, and enjoy the food (soup and bread cookoff!). And then the dinners, movie nights, lunches, card games, murder mystery parties, etc. that you may have won will be bright moments of connection and community in the months to come. If you weren't able to make it to the auction this time around, please look for the next one in the spring and join us.

The month of December also has a lot of meaningful ways for us to come together, to support each other, to be of service in the community, and to be supported. From the quiet and contemplative (the lovely Vespers service, the Solstice Lantern Walk) to the more joyful (Holiday Party). From being of service to others (Giving Tree, PACEM), to being supported and nourished ourselves (Hope in Hard Times group). How can this loving community support you this season? And how can you support it?

Submitted by: Carol Gardner, President

Vice President's Report to the Board:

Personnel: The Personnel Committee has been reviewing the employment status of John Mayhood, pianist to determine if he should be changed from a contractor to an employee. Bob Brett will be contacting both Scott DeVeaux and John to help answer some questions that may help clarify our decision.

The committee has received the UUA salary information and will be reviewing these guidelines, with the goal of aligning staff pay and benefits to our values of fair and equitable pay by emphasizing gender equity, and providing a living wage.

As VP, I will be contacting committee chairs regarding budgetary requests, and checking in with staff about professional expenses expected during the next fiscal year. This information will be relayed to the finance committee in January.

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

Treasurer's Report to the Board:

[UUCVille Treasurer's Report December 2025](#)

The current Board meeting is earlier in the month than usual, and the November Statement of Financial Position and Budget v. Actual reports are not yet available. Also, with no other agenda items this month, Donna Redmond (Chair, UUCVille Finance Committee) and I decided to cancel the December FC meeting.

In lieu, I present an overview of the UUA Common Endowment Fund.

As congregants may know, our congregation has an Endowment, and this Endowment is currently invested in the UUA Common Endowment Fund, abbreviated UUCEF.

Once per quarter, the UUCEF's Senior Investment Officer hosts the "Common Endowment Fund Quarterly Investor Call", a Zoom presentation to discuss the investment philosophy of the UUCEF, the investment's performance, and to answer questions from online participants.

On Tuesday, November 25, I had the pleasure of zooming in to the UUCEF Quarterly Investor Call, presented and moderated by Mathew Jensen, CFA, who is the Senior Investment Officer for the UUCEF. I learned a lot about UUCEF, its investment philosophy, and its performance.

What is the UUCEF?

The UUCEF is, as the name suggests, a pool of financial resources aggregated from multiple individual congregations. The fund is available to UU congregations "for the investment of endowment funds, trust funds, and other assets of UU congregations that have a long-term investment perspective and the need for income to support their missions." See UUCEF.org.

It serves an important role as "an alternative for UU Congregations that currently manage or direct the investment of their own assets. The Fund is more than a single investment option – it is an investment program that implements a range of key tasks that may be challenging (and costly) for any single UU Congregation to perform on its own."

Over a decade ago, our congregation made the decision to participate in the UUCEF, rather than locally overseeing our own investing through a congregational investment committee made up of UUCville congregants.

Under oversight of the Board of the UUA, the Investment Committee selects professional outside advisors and Investment Managers. As detailed below, an important principle of UUCEF is that investments be in socially responsible companies and other investment vehicles.

What is the UUCEF investing philosophy?

This is copy/pasted from the slide deck distributed for the meeting:

Diversified Investing for Congregations, the UUA and Affiliated Organizations

- *Real Capital Preservation*: manage the portfolio's risk/return relationship to attempt to maintain the real (inflation-adjusted) purchasing power over time
- *Moderate Risk*: balance long-term returns with shorter-term needs for income

Uphold and Advocate for UU Values

- **Avoid** corporations whose policies and actions pose the greatest threats to UU Values
- Use active ownership to **advocate** UU values with corporations and investment managers
- **Invest** in capital-deprived communities and people to redress long-standing imbalances and injustices
- **Seek out** investments proactively addressing global climate change and favor companies with explicit human rights principles.

For those interested in more detail, the UUCEF full "Investment Policy Statement" is available at <https://uucef.org/wp-content/uploads/2025/06/2024-11-Investment-Policy-Statement-UUCEF-Financial-1.pdf>

During the call, Mr. Jensen, the Fund's Senior Investment Officer, went into detail about the ways the Fund vets investment vehicles to ensure that they are following best practices for socially responsible investing.

How has the UUCEF performed?

Data made available at the quarterly investment call showed that the UUCEF has an aggregate current value of \$290M. The UUCEF currently has just over 400 investing congregations, representing ~37% of the roughly 1100 UU extant congregations. Our (UUCville's) individual value within the CEF (as of the end of October) is just over \$750,000.

I report here data from the longest period made available, to get a sense of the long-term (least volatile) performance of the UUCEF fund:

Over the last 15 years the UUCEF has shown an average annual return of **6.2%**, putting it at the **84th percentile** of funds with similar investment strategies.

Data was also presented showing that the UUCEF appropriately manages risk v. reward in its investment strategy.

I have downloaded the full slide deck from the meeting (31 slides) and am happy to share it with congregants by request. Please email me at Treasurer@uucharlotteville.org.

Submitted by: **Jimmy Gorham**, Treasurer

Lead Minister's Report to the Board:

Lead Developmental Minister Report

November/December 2025

I am very pleased to be sharing this report on a Sunday afternoon after a good worship service and a crowded Social Hall overflowing with holiday gift items and fair-trade olive oil. I really like the energy and vibe we experience on Sundays and UUCville feels like a congregation on the move. At the same time, we hosted important groups after the service, including the UU Christian Fellowship and the Hope in Hard Times support group. Programs like these are creating an equally important vibe, which simply says that UUCville is here to listen, to offer diverse spiritual paths, and to be a community of welcome for all. It is that combination of energy and compassion that makes me so hopeful about our future!

I want to offer my thanks to everyone who made it possible for me to be away during the Thanksgiving holiday, including Kirstin Fritz, Tori Goodloe, Scott DeVeaux, and Nash Ford. We have so many gifted and talented leaders in our congregation (both on staff and volunteers) and we hardly miss a beat when one or both ministers take time away.

Let me begin by celebrating the signature moments in the life of UUCville over the last six weeks – welcoming our friends from Sojourners UCC to share two successive Sunday services with us. I can't imagine a more wonderful experience for our congregation, and I think the Sojourners community was equally thrilled. Pastors Karen and Bethany were amazing and both Rev. Leia and I thoroughly enjoyed working with them. I will also say how pleased I was by the hard work Pastor Bethany and Scott DeVeaux did in bringing our two music ministries together and Scott deserves special credit for having a “pick-up” choir on a Sunday when Sojourners was here. Our chancel was packed with singers who made a beautiful, joyful noise!!!

I also want to lift up the Palestine-Israel Action Group and their project of selling fair trade olive oil from Palestine. Much to my delight and surprise, we sold out (72 bottles) in less than two weeks. I'm placing another order because so many who did not get a chance to purchase a bottle requested it. I think this project is a great example of a religious community living its values and having an impact, however small, halfway across the world. I also hope that we as a church community will find additional ways to engage in consumer activism.

The membership committee held a New Members and Friends class on November 15 and welcomed 11 new members to the congregation!!! The committee has been working very hard and does a great job with this class, with our monthly newcomer circles, and with Sunday morning greeting. Speaking of the Greeter program, it is going well and the greeters are helping us to make sure that all folks in our congregation are made to feel welcome, especially newcomers....We currently have 328 members according to Breeze

Surveys – I'm very pleased that the music survey has wrapped up and we are now moving on to creating a gifts/interests/skills survey. I am part of the team consisting of David Mellor (volunteer coordinators), John Alexander (Mosaic Squad), Carol Gardner, and Rev. Leia working on creating this

survey. We are in the early stages but I think this survey is going to teach us so much about who we are and what our skills and passions are as well. And the survey will be key as we move forward with disaster preparedness.

I am looking forward to all of our holiday events, including the holiday party on December 13. I have invited both Sojourners and Ebenezer Baptist to join us.

Finally, it was a great honor to officiate at the memorial service of Dave Dawson on December 6. Dave was a long-time and much beloved member. Officiating at memorial services always reminds me of just how important congregations like UUCville are in the lives and spiritual journeys of their members.

With Gratitude,

Rev. Tim

Rev. Tim, Lead Minister

Minister of Faith Development's Report: Rev Leia Durland Jones

PLANNED GIVING POLICY (UUCville)

The Unitarian Universalist Congregation of Charlottesville (UUCville) has included Planned Giving (such as bequests, charitable trusts, and a variety of forms of legacy giving that best fit donors' estate planning) as a part of the fundraising and development activities of the organization. These gifts can often have a significant impact on income, gift, and estate taxes, which may normally require the assistance of financial and legal professionals by the donor and may necessitate the creation of a legal document.

Through educational programs and informational materials, the planned giving program encourages members and friends of UUCville to support the long-term financial stability and growth of UUCville, consistent with its mission.

In accordance with UUCville Gifts Policy V.A.7.b (*Bequests, Planned Giving and Memorials*), prospective donors are encouraged to designate bequests, gifts through planned giving and memorial gifts to the Endowment Fund or other established and approved fund or trust. Undesignated bequests, gifts through planned giving, and gifts in memory of an individual shall be deposited in the Endowment Fund.

UUCville established and approved endowment funds are:

- Endowment Fund (established to safeguard principal and generate earnings and growth of funds)
- Cheetham Fund (supports Religious Education)
- Abrahamse Fund (supports the music ministry)
- Bristol Trust (supports the care and maintenance of the buildings)

Gift Plans

UUCville welcomes planned gifts in a variety of forms, including but not limited to:

- Gifts of cash, securities, personal property, and real estate by last will and testament.
- Gifts of benefits from life insurance policies or annuities
- Gifts of remainder interest in IRAs or other retirement plans
- Gifts by Charitable Remainder Trusts or Charitable Lead Trusts

Authorization

To ensure that a proposed gift conforms to the donor's wishes and the congregation's mission and needs, prospective donors and their advisors are encouraged to confer with the Lead Minister, designated staff, Treasurer, or other Board of Trustees member. *(UUCville Policy Manual, Gifts Policy V.A.7a, General Provisions.)*

The Board-appointed Stewardship Steering Committee shall monitor the Planned Giving Program and the planned giving policy and will recommend review and revisions to each as appropriate.

Gift Administration

UUCville's Planned Giving Program's primary goal is to inform, guide, and otherwise assist donors in fulfilling their philanthropic wishes.

Ethical

Board members, planned giving representatives, and staff involved in administering and promoting planned gifts at UUCville shall not recommend specific professional counselors or companies, create personal financial interests in planned gift agreements, or accept donor assets or personal gifts from donors.

Review of Agreements

UUCville may seek advice from legal counsel in matters pertaining to a prospective planned gift. In cases where legal counsel has been sought, UUCville will not execute an agreement, a trust, or other legal planned gift document without receipt of such legal advice. Donors will always be encouraged to seek their own professional counsel in the aspects of their planned gifts. Donors will be responsible for their own legal fees and personal tax liabilities.

Additional Guidelines

- All expenses connected with a gift must be payable from the gift and not from UUCville's annual operating budget unless otherwise approved by the Board of Trustees.
- Confidentiality: All information, such as names, amounts, conditions, or types of gifts from or about donors or prospects, shall be held in confidence by UUCville if requested by donors.

Planned Gift Acceptance Guidelines

Gifts Made Through Bequests

Bequests of cash, securities, life insurance policies or other gifts that meet the guidelines in UUCville's Gift Policy (V.A.7a) may be accepted if it is in the best

interest of UUCville to do so. If it is determined that a bequest is not in the best interest of UUCville, it shall be declined.

Gifts of Life Insurance and Annuities

Gifts of death benefits from life insurance policies and annuities are accepted by UUCville. The types of life insurance gifts accepted by UUCville may include:

- **Gifts of all or a percentage of the death benefit of a policy**
- **Gifts of a paid-up policy where ownership is transferred to UUCville**
- **A gift of a policy where the donor retains responsibility for premium payments, and UUCville is named as a beneficiary**
- **A gift of beneficiary interest in an annuity**

Donors will be encouraged to select their own agent or life insurance company. UUCville representatives or staff will not endorse or recommend any agent or insurance company.

Gifts from a Charitable Remainder Trust

UUCville will accept gifts of cash, securities, or other appreciated property that has been transferred into a Charitable Remainder Trust. UUCville will not act as trustee for a Charitable Remainder Trust. Donors should seek professional counsel to establish and administer a Charitable Remainder Trust.

Gifts from a Charitable Lead Trust

UUCville will accept gifts from a Charitable Lead Trust. UUCville will not serve as trustee for a Charitable Lead Trust. Donors should seek professional counsel to establish and administer a Charitable Lead Trust.

Gifts from Retirement Plan Assets

Donors can name UUCville as a beneficiary of their IRA or other retirement plan.

Other Planned Gifts

We recommend discussing other planned giving options with UUCville designated representatives.

Gift Recognition

UUCville will develop a plan and procedures for recognizing planned giving gifts, which will include:

- **a formal or legacy group that will have an official name, and plans to honor donors to include regular communication and in-person gatherings**
- **guidelines for record keeping**
- **publicly (with permission from donors) recognize donors in annual reports, newsletters, website, donor walls, special events, and from the pulpit**

These activities will establish ongoing engagement and stewardship with planned giving donors, ensuring they feel valued and connected to UUCville and its mission.

**Committee on Ministries
Report to UUCville Board
Status of Love Into Action: A Three Year Plan
December 2025**

This report on the Long-Range Plan status from the Committee on Ministries (COM) is part of the responsibilities of the COM^[1] as delineated in the UUCville Bylaws, and The Three Year Plan (Plan)^[2] adopted by the congregation in June, 2024. This report consists of two parts. Part I is a recent summary of COM efforts, and Part II is a narrative summary of progress on the Plan.

Part I Summary of COM Efforts

Below is a summarized list of COM efforts between September through November 2025.

- Proactively met with the leaders of Plan efforts to maintain awareness of project progress and needs.
- At the request of the Board, COM began communicating Plan progress to the congregation starting with the Preamble, which was published in October on the UUCville website. A summary status of Goal 1 (Cultivating a safe and welcoming place for all) will be provided in December for publishing on the UUCville website. Summaries of Goals 2-4 for the website will follow in 2026.
- Proactively met with the Volunteer Coordinators and learned about their charge, early thinking on their tasks, and brainstormed on how to match needs with volunteers. COM will engage more with the Volunteer Coordinators as thought partners on this critical area of matching volunteers with needs.
- Updated the COM spread sheet showing a summary of Plan progress on each task. The spreadsheet is attached and below is a narrative summary highlighting *only* areas of particular interest or concern for each Goal.

Part II Summary of Progress on the Long-Range Plan:

The Congregation is making progress on our mission of Building Community through Love in Action. This summary are points that apply overall to this reporting period.

- The Plan is ambitious and while there is much going on, many Plan items are pending due to a lack of volunteers. In the summary that follows, the areas that are lacking volunteers are in *blue italics*.
- The Volunteer Coordinators will need some support in establishing and executing a process to make improvements in how volunteers are currently matched with needs.
- A new and unplanned area of effort is well underway as a result of the ongoing threat of injustice and harm from increasing authoritarianism. UUCville has prioritized uniting the congregation in understanding the threats, providing activist training, and moving into action in the Charlottesville Community while continuing to support each other with love and care. This effort aligns with Goal 3, Equity, justice, and peace for all people, is being led by the Mosaic group and is described below.
- There are 4 different labels used to describe the status of these initiatives.
 - o ACTIVE means people are engaged and progress is happening.
 - o PENDING means that further activity is waiting for something that it is dependent on.
 - o PAUSED means that there is no activity occurring likely due to lack of volunteers or a change in circumstances.
 - o COMPLETE means that no further action is needed and no further tracking is warranted as part of the Plan reporting.
- The priorities of the Plan seem to be implicitly dictated based on the available volunteers and their personal interests. If an initiative is paused for an extended period of time due to lack of volunteers, the Board may want to consider whether an initiative can and should be removed from the Plan.

Preamble:

Many items in the Preamble are complete. Items that remain to be done are:

- We have not yet begun to re-examine the governing structure of the congregation.
- We will explore a potential capital campaign in the next 3-5 years once we have a better idea of our campus plan and what our buildings and ground priorities are.
- We are continuing to grow revenue from fundraising events (especially the yard sales and auctions) and our building and ground rentals. We have not yet appointed a building rental team.
- We have not yet developed a leadership training program.

Key Areas of the Mission Statement

1. Cultivating a safe and welcoming place for all

1 Make our buildings and grounds more accessible, inclusive, cohesive, beautiful, and inviting.

Status: ACTIVE. A Campus Plan has been drafted and a recent tour of the buildings and grounds were conducted. Conversations are happening on replacing or updating the marriage banner and will take more time to work through.

2 Grow our Ministry of Welcoming and Membership

Status: COMPLETE & ACTIVE. New Greeters have been trained. Newcomers sessions are being attended. The BUUdies Program has been established.

3 Cultivate and Sustain a Vibrant Young Adult Ministry

Status: PENDING. To grow the Young Adult Ministry, additional support is needed. *An older adult is needed to lead as well as someone to organize food.* Enthusiasm from interested volunteers would also be beneficial to brainstorm how to meet the intent of the Plan.

4 Create a board-appointed Safe and Welcoming Team charged with assessing and developing a plan to make our congregation safer and more welcoming for historically marginalized communities, including those who are BIPOC, LGBTQ+, gender-expansive, differently-abled, etc.

Status: PAUSED. This goal area is paused due to Mosaic consultants determining we are not ready for an inclusivity audit. It is not clear what needs to be done to be ready for such an audit.

5 Develop a UUCville Marketing Plan

Status: PAUSED. There is a lack of funds and volunteers to develop and implement a marketing plan. The Communications Committee is active, efficient and effective. Their target audience is primarily existing members, and their time is consumed by keeping our website current for members and supporting our internal communications. Expanding the mission of the Communications Committee to include marketing will require both investment in a professional marketing plan and *additional volunteers* to implement said plan.

II. Nurturing heart, mind, body, and spirit

1 Deepen and expand our Caring Ministry by strengthening existing communities.

Status: ACTIVE & PENDING. This is an ambitious area of the Plan, and only a portion of the intended activities are active as the leadership of CareNet will not be involved so *this initiative will need additional leadership*. The possibility of building the 'minor home repair' element in-house, and the possibility of partnering with a local organization (Cville Village, in town; MicroCat in the county, for example) for transportation are being explored. Pastoral care is active, a Facing Life with Death AFD class was offered this fall, and an AFD dementia support group was offered this year.

2 Grow our Faith Development Ministry

Status: ACTIVE. We continue to grow a robust Faith Development Ministry for Adults, Children and Youth including:

- Sunday morning worship
- including children in Sunday morning worship
- morning classes for children and youth
- our Labyrinth Ministry
- Adult Faith Development classes and groups
- accessibility to UUA online trainings
- our after service support for families with childcare
- Tai-Chi and Yoga classes

3 Enhance worship and music by making our music and worship life reflective of diverse spiritual paths

Status: ACTIVE. Our music program has been expanding in creative ways including diverse music offerings, and more participation in the choir. Music on Sunday mornings has been enriching and beautiful. The Music Survey, sent to the congregation this month, should provide more information on how we can enrich our music program.

4 Develop a Multigenerational Family Ministry

Status: PENDING

Though we work on this goal in many ways through Faith Development, after service potlucks and time together and events outside of Sunday mornings, *this is an area that could use additional attention as we have time and energy.*

5 Establish a Multigenerational Fun and Friendship Ministry

Status: PENDING. A Fun and Friendship Committee is not yet established so *leadership and volunteers are needed.* Though the following events were not

specifically organized by a Fun and Friendship Committee, they provided opportunities for different

generations to be together and have fun:

Nov 27 UUCville Thanksgiving

Nov 15 Fall Auction

Nov 5 Plant Based Movie Night and Potluck

Oct 25 Bowls and Buñuelos Fundraiser

Oct 26 Pumpkin Carving

Sept 28 Potluck

Sept 7 Picnic Potluck

Chili and Bingo Night

6 Establish Elder Ministry that will build friendships, provide connection and companionship, center the needs of congregational elders in the broader life of UUCville and throughout all of our ministries

Status: ACTIVE & PENDING. The Elder's Brunch was a big success on November 1. We are working on a plan for an Elder Odyssey Program. We are strategizing about how to run a couple of 'pilot' tests with our oldest members. We are assembling questions that we could use and have a videographer and interviewers in mind. After the pilots, we'd have to have leadership to organize and roll out an expanded program. *This is an area where we need additional leadership and volunteers.*

III. Equity, justice, and peace for all people

This goal focuses on antiracism and justice for members of the LGBTQ+ community, reproductive rights and justice. With the new administration in Washington, our actions for Goal 2 have not fit as neatly in the tasks we defined as we had anticipated. We have been very active in anti-racism and social justice in many ways. Here are some examples, though there are probably ones missing.

1 a) & b) Enhance the knowledge base of the congregation to learn about topics such as: the existence, source, magnitude and impact of inequities. Use various methods to achieve this goal such as talks, workshops, guest speakers and preachers.

Status: ACTIVE. The Board charged the Mosaic Squad in August to become a community of resistance and liberation through education, information-sharing, activism, and other anti-authoritarian levers. Since that time, Mosaic has:

- Presented a Worship Service September 28 "The Fierce Urgency of Now" Resistance to Authoritarianism
- Take Action Web page <https://uucharlottesville.org/take-action/>
- Mosaic trainings based on the One Million Rising Training youtube.com/watch?v=QoeYypa007E Anti-Authoritarian/Anti-Facist Organizing on August 24, September 2 and September 21

- Weekly Newsletter posts on Actions UUCville members and friends can take
- Action emails to an opt in group of activists
- UUCville Organized Participation in Actions:
 - Hosting Indivisible trainings
 - Moral Mondays at the Free Speech wall with the Clergy Collective
 - Labor Day Rally
 - No Kings on October 18
 - Charlottesville Pride
 - People’s Summer Activist Series at Westminster
- Other actions:
 - Monthly Social Action Collection
 - Sermons
 - Gaza Collection \$10,234 for UN World Food Program and World Central Kitchen
 - Hosted Bowls and Buñuelos Fundraiser for Sin Barreras, October 25
 - Israel- Palestine Group Meeting October 29
 - Peace Pole and Help each other sign installation September 21

2 Enhance Proximity - the degree to which UUCville members are proximate with people we accompany, mostly in marginalized communities

Status: ACTIVE. UUCville has several ongoing partnerships with community organizations where congregants have the opportunity to be proximate. These include: The HAVEN, PACEM, City of Promise and Sin Barreras.

#3 Enhance our Partnerships – Leverage partnerships to achieve a “whole is greater than the sum of the parts” impact and to learn from those who are already proximate or complimentary in other ways

Status: ACTIVE. Rev Tim has continued to reach out and connect with many organizations in Charlottesville:

- Sin Barreras
- City of Promise
- Sojourners United Church Of Christ
- Ebenezer Baptist Church
- Charlottesville Public Housing Association of Residents (PHAR)

4 Establish a Racial Justice Committee

Status: PAUSED. *This is an area that needs leadership and volunteers.*

5 Establish a Reproductive Rights and Justice Committee

Status: PAUSED. *This is an area that needs leadership and volunteers.*

6 Establish an LGBTQ+ Justice Committee

Status: PAUSED. *This is an area that needs leadership and volunteers.*

7 Explore re-establishing the Social Justice Council

Status: PAUSED. *This is an area that needs leadership and volunteers.*

IV. Equity, justice and peace for the planet

Status: ACTIVE. All initiatives are active. Earth Day 2026 is being planned, sustainable eating potlucks are scheduled quarterly, community clean ups occurred over the summer, recycling improvements in the kitchen are taking place, a volunteer is now attending local environmental group meetings to identify collaboration opportunities, postcards to and meetings with local legislators are being accomplished and we will be attending an upcoming General Assembly meeting which may lead to an Advocacy Day. While not specifically part of the Plan, one new effort is being researched which is to make UUCville a hub for a Community Supported Agriculture (CSA).

However, *a request for more volunteers has been made to the Volunteer Committee*. There are sixty people on the “climate” mailing list but only a handful of people consistently show up to meetings. This requires leaders to routinely call for volunteers on an ad-hoc basis making all tasks difficult to plan and often the full burden of the efforts remains with the two leaders.

[1] https://uucharlottesville.org/wp-content/uploads/2023/07/2023_06_04-BYLAWS-v.pdf

[2]

<https://uucharlottesville.org/wp-content/uploads/2024/05/Love-into-Action-3-Year-Plan-Complete.pdf>