

Annual Reports 2025-2026

Aesthetics Committee

The Aesthetics Committee met once this year.

The Aesthetic Committee (Elizabeth Breeden, Lorie Craddock, Bev Gorham, Kim Grover) approved the color of the trim and walls of the Social Hall, Ramp Hallway and Lower Hall. There is a recording of all of the colors of paint used in the church on the website.

Submitted by Elizabeth Breeden

Altar Decorations

Committee Chair: Patty Wallens

Members: Lauren Doran, Bonnie Hansen, Debby Norton, Patty Wallens

We meet monthly to create the altar decorations for the month. Designs reflect the ministerial monthly theme, holidays and the seasons. We communicate with the ushers so that they can light candles and/or turn on lights that are part of the display. We take photos for use in the weekly email and the website. We also gladly work with congregants as needed to adapt/modify/create altars for special events such as weddings and memorial services.

In June and July, Walter Hoffman graciously agreed to provide fresh flowers from the garden for the Sunday services.

Archives

Members: Wayne Arnason and Sally Taylor

Continues to be inactive this year

Art Show

Committee Member: Elizabeth Breeden.

The Art Show is in our Sanctuary and on our website: <https://uucharlottesville.org/?s=art+show> and is exhibited for 2 months. The shows for 2025-2026 were:

July August	Jeff McCormick & his Mom
September/October	Kris Bowmaster
November/December	Season of Light
January/February	Tom Larson
March/April	Adrianna Nicholson
May/June	John Anderson & Jackie LaPierre

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

Submitted by Elizabeth Breeden

Building Committee

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

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

Projects from Last year's to-do list:

- The lights in the Social Hall were repaired.
- The tiles in the Social Hall, Office Hall and Ramp Hall were replaced (\$23,985) using a generous grant from the estate of Satyendra Huja.
- The water heater in the crawl space below the office suites was replaced (\$3141)
- Refrigerator in the kitchen replaced (\$989)
- Emergency Christmas Day Fire Pull (\$2581)
- Floor under refrigerator replaced (\$775)
- Summit Parking lot light added (\$249)
- Social Hall Door replaced (\$7316)
- Summit Fire Panel replaced (\$5920)
- Lower Hall baseboards and drywall replaced due to flood damage (\$1470)

We are planning to grade, level and tamp with crush n run the Summit House parking lot (\$3750)

Submitted by Elizabeth Breeden

CareNet (25-26)

Members: Lara Call Gastinger & Sandy Brooks

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

Communications

The Communications Committee works to enhance relations within our church community, broaden our outreach, and sustain and strengthen our connection with one another. The committee maintains the UUCville website, adding and updating content submitted by staff and congregation members. Weekly, the committee posts information

about upcoming worship services, news, events, and activities within our congregation. The committee also posts to the congregation's social media accounts:

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

Instagram: @uucharlottesville

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

BlueSky @uucville.bsky.social

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

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

2025-6 Committee members include Jude Bias, Achsah Carrier (Board representative and committee chair), Joanna Hickman, and Angela Orebaugh. Rev Tim also attends our meetings. Angela creates videos for us. Jude does design, photography, as well as writing and posting content on the website, Instagram, and Facebook, and is an administrator of our Facebook account. Joanna keeps our Sunday service information up to date on the website and is an Administrator of our Facebook account.

We have done the following, as well as other smaller tasks:

- Created the 2026 Pledge Drive theme, logo, and supporting collateral, and produced weekly newsletters highlighting the congregation's many activities.
- Worked with a tech consultant to resolve backend website issues and improve site functionality.
- Assisted the Committee on Ministry (COM) in communicating their reports to the Congregation.
- Help educate the congregation by creating an email regarding Email Safety and Phishing Scams.
- Helped the Stewardship Steering Committee with their newsletter posts and made improvements to the stewardship section of the website, pledge pages, and info regarding Breeze.
- Created collateral material for the Planned Giving Committee, as well as creating and adding information to the website.
- Assisted the Yardsale team in promoting the UUCville yardsale through the website, posters, and social media.
- Assisted Auction Committee in creating and promoting the Fall Auction (Auctria).
- Participated in the Stewardship Steering Committee's Service Fair.
- Maintained a Take Action page on the website.
- Assisted the Board of Trustees in disseminating information about monthly board meeting information, President's and Treasurer's monthly reports, and the 2026 Congregational meeting.

- Posted weekly, more attractive announcements created in Canva about Sunday services.

Covenant Groups

Coordinator: Diana Scott

We've had a modestly successful program this year with a goal of promoting and forming new covenant groups. I attended the activities fair early in the year and wrote notices for the newsletter intending to let people know of the wonderful opportunities to form connections through small groups.

We hoped to offer a daytime in-person group as well as an online evening group on zoom. Not surprisingly, the predominant interest was in in-person meetings and there were numerous people interested in a daytime group. A new covenant group was formed, meeting Tuesdays from 10-11:30 with 9 women. I am currently coordinating that group with the intention of modeling how topics are presented (chalice lighting, check-in, readings, introduction of topic and questions). Recently, group members have volunteered to present topics, so I am pleased that there is interest, curiosity and trust - really important components of a healthy covenant group. The group has formed strong interpersonal connections with each other and the church.

My efforts to offer an evening zoom CG did not elicit enough interest. While we had 5 people interested, it was difficult to find an evening and time that was convenient for all. I put a note in the newsletter about starting a zoom group in January, thinking that a half-year, winter group might appeal to people busy with work and families but there was little interest.

I really think people are seeking the in-person experience for making a commitment to joining a covenant group. I have recently come into contact with several older members who aren't coming to church much but are regretting the loss of connection with the church. Rev. Tim and I are meeting later this month about covenant groups and also to think about restarting Active Minds, a weekly zoom drop-in for seniors that does not require a commitment of several months but is social and UU.

Goals for 2026-27:

The desire for in person CGs means that I need to focus on identifying people who would be willing to coordinate a group. Originally, people in CGs would go on to form a new CG, but most people (myself included) don't want to leave their group! For next church year, I'm going to focus both on maintaining and supporting our current groups and identifying leaders for new groups - particularly for those interested in in-person evening groups.

I would like to create a "pew card" for our mostly-empty pew card racks in the sanctuary that promotes small groups here. I know the website is a great resource, but I think people still glance at attractive, written materials and it could spark interest and then be tucked in a pocket.

I really appreciate the support of the ministerial and support staff for ideas, discussions and help!

Faithfully,
Diana Scott

Honoring Elders Garden Party

The Honoring Elders Brunch was held on Saturday, November 1, 2025, continuing an annual tradition since 2006. All members ages 70 and up were invited. The preparation for the event included review of the "70 and Up" tag in Breeze to ensure everyone was captured, even if they didn't have a DOB in the system. We also tabled at the Service Fair, to ensure awareness of the event. Paper invitations were sent to those who did not visit the table at the Service Fair. Out of over 140 people invited, we had about 50 people attend a lovely brunch. Organized and hosted by: Tamera Helms, Carol Gardner, David Shutt, Christine Johnson, Nancy Hurrelbrink, Cathy Lawder, Heather Powell and her kids, Alicia Lee, Jude Bias, Cindy Dent, Leslie McFaden, Mary Beth Wiley, Kate Soderman, , Bev Gorham, Lorie Craddock, Ann Salamini, and Kasha Viets-Wood.

Finance Committee

Finance Committee

Group/Committee Name: Finance Committee

Chairperson(s): Donna Redmond

Group/Committee Members:

Jim Gorham (Board Treasurer), Gloria Morgan, Carol Saliba, Rosalie Simari, Doug Webbink

Group/Committee Overview:

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

2025-2026 Accomplishments:

The Finance Committee assisted in the preparation of the FY26-27 budget for Board approval, including several budget drafts. We continued to monitor monthly financial reports created by the Operations Manager.

Other activities:

The committee is interested in having a deeper understanding of the church finances: where the money comes from, how it's allocated and tracked, and how to better understand the monthly reports. Jim Gorham has been researching the bond funds we hold, and the committee has been learning about them along with him. Sandra has

restructured the Chart of Accounts in QuickBooks, which makes the monthly reports easier to understand and helps us get a clearer understanding of the financial position of the church.

The committee recommended moving a portion of the checking account into a money market account, so that interest may be earned on money that we don't need immediately accessible.

Jim shared the proposed process for congregants/committees to access the reserve fund. After discussion, the Finance Committee voted unanimously to support adding the following statement:

The Building Committee may wish to pursue one or more special projects that require additional funding beyond that in the congregation-approved annual budget. In such cases, the Finance Committee recommends that the Building Committee initially turn to the Bristol Fund, rather than to the Buildings & Grounds Reserve Fund. The Bristol Fund is supported by a trust that replenishes its funding annually. The Buildings & Grounds Reserve Fund is not automatically replenished, and should be accessed by the Building Committee only for projects considered to be urgent / emergent.

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

2026-2027 Goals:

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

Submitted By: Donna Redmond, Finance Chair

Food Ministry

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

The Food Pantry has 30 volunteers who distribute food received from the Food Bank each first Friday of the month. We spent on the average \$250 a month for 1,260 pounds of food which we distribute to an average of 31 households that represent 95 individuals. We spend \$250 per month to buy toiletries and cleaning products. Each month we distributed food from the Food Bank as well as fresh vegetables from the gleanings of the Society of St. Andrew (Liberty Powers help) and bakery items from Whole Foods (Caroline Heins work). We provided gift cards to Food Pantry clients in lieu of turkeys in November and December.

We also provide our ministers with gift cards for church members in need. These are distributed at Thanksgiving and Christmas and throughout the year.

The Soup Kitchen is an effort to feed lunch to those in need at the HAVEN every Sunday. The team leaders are Bonnie Hansen, Mark Foley, Elizabeth Breeden, Hannah Baran, Susan Kaufman and Nancy Hurrelbrink. Each team has about 10 members and we feed about 60 people each week. Team members provide food using their own contribution.

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

Submitted by Elizabeth Breeden with information from Rosalie Simari

Gardens and Grounds

This past year G&G was able to accomplish the following:

- Applies fresh mulch around all shrubs and grounds along Edgewood Drive.
- Pruned/trimmed/cut back the shrubs and bushes along Edgewood Drive.
- We were able to remove all the cages placed around our shrubs to protect them from neighborhood dogs. We purchased, and installed, new fencing to act as a barrier between our grounds and the sidewalk. We are hoping responsible dog owners and young bike riders will respect the new demarcated areas.
- The corner of Wayside and Rugby has been reworked and reinforced with Japanese Pachysandra for fighting ground erosion. Dead plants have been replaced. New plants have been placed in areas neighborhood pets have worn a path and killed existing plants. Extra barrier fencing was purchased and will be installed soon to try and demarcate an area to not let pets/people to walk in. We may put small signs also. 55 Pachysandra plants have been replaced from dog watering!
- Mulch chips were applied to the entire area of lower Wayside. Chips were free.
- Chip Mulch was also spread in front of Summit House and around the social hall.
- Reworked the Native Plant garden without cost to the church.
- All boxwoods and Azaleas are being trimmed and treated with plant food, fertilizer, and other health treatments. Thanks to our new subject matter expert, Francis Powell.
- Walter had a very successful seed give away of our native plant seeds. Harvested from UUCC by him.

- This past year we have had independent project workers and some faithfully area workers that are greatly appreciated.

- Burnie Davis and Sandy Brooks rebuilt and replanted the large bed of plants and flowers between Summit House and the parking lot. They also beautified the beds that run along the walkway beside the church offices.

Burnie also helped sort and pack the native plant seeds that Walter gave out to church members.

We recently lost Burnie and would like to recognize his and Sandy's YEARS of EXTENSIVE work with G&G at our church. They have donated a massive amount of time and resources to our G&G at UUCC.

- Lori Craddock and Tamera Helms rebuilt and replanted the large bed on the other side of Summit House.

- Tamera Helms rebuilt the RE children's garden.

- Francis Powell will be leading the Boxwood and Azalea project with assistance from Walter Hoffman and Beth Stafford.

Thank you and my best,

John Nolen

Hospital Meal Packet Program

UUCville continues to support the Social Work office at the UVA Hospital with Meal Packets on a regular basis. The program is coordinated through the RE Committee and Terry Epp. Approximately every six weeks, an assembly day is scheduled with one of the RE classes. It is a great opportunity for our school age children to help local families in need and practice putting Love into Action.

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

Hospitality

No report

Labyrinth Ministry
(Waiting for Current Report)

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

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

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

Membership Committee

Committee Members in 2025-2026: Kate Soderman, David Shutt, Beth Jaeger-Landis, Sarafina Wipf, Carol Temerson, Judith Zwillich, Scott Muir, Bob Brett and Rev. Tim Temerson.

In Fiscal Year (FY) 2025-26, the UUCville Membership Committee (MC) continued to work with Rev. Tim in support of his leadership and guidance of our congregation's Membership Ministry. Rev. Tim has been, together with our committee's lay leaders and committee members, ensuring that warmth, active welcoming, and an accelerated and guided path towards membership (signing the Membership Book) continues to be the norm for how UUCville does Membership.

The MC chose, once again, to not have a named Chair this year, but to function with Chair responsibilities spread among its members. The MC also welcomed friends and members to the MC/Greeters table during the church wide Service Fair in September 2025. Our ongoing initiatives are listed below.

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

Nine Newcomers Circles were facilitated by Rev. Tim and Kate this FY. (August 10; September 14, October 12; November 2; December 14; February 22; March 15; April 19; May 24; June 14) With a grand total of 55 people attending.

Two New Members and Friends Classes were held this FY in November 15, 2025 and May 9, 2026, attended by 31 people resulting in the signing of the Membership Book of many attendees.

Greeters Program:

The Greeters Program continued this FY to be a bright and welcoming small group of folks who do a great job each Sunday. A few new members joined this bright and smiling group this year. The team attended a training session on September 28th.

The Welcome Table (plus Bulletin Board):

The Welcome Table continues to provide new attendees and longtime congregants alike with a smiling face and table covered in information. Spearheaded by Kate, name tags are provided, information on newcomers is gathered, and just a loving warm welcome is given. It's the go-to place for those looking for our true welcoming essence. Also, the MC bulletin board space inside the Edgewood Lane entrance, organized by Sarafina, has continued to offer current information and may be the best bulletin board in the entire church.

The Connections Table (Newcomers Table):

The Connections Table has grown to a two-table welcoming red clothed landing place for new folks and longtime congregants, in the social hall, who are eager to answer questions and provide historical information.

New Member Recognition Ceremony:

The New Member Recognition Ceremony will be (as of the writing of this report) held Sunday, May 17, 2026. Since the last ceremony 32 people have signed the Membership Book.

Summary:

The Membership Committee grew by three new members this year (Judith, Carol and Scott). The group did an amazing job of providing a welcoming presence for our new and potential members. It has been uplifting, and encouraging, to have so many people entrust this loving community to be a safe haven for them. The Membership Committee continues to be committed to assisting Rev. Tim and the congregation to make sure the membership ministry remains a robust and dynamic asset to this community.

Submitted by Bob Brett

Ministry for Earth

2025-2026 has been a busy year for the Ministry for Earth at UUCville! We are pleased to report that we are seeing more participation in MFE activities and events and more members taking on leadership roles, which is really encouraging.

Here are some of the things we have accomplished:

We purchased 21 **Carbon Offsets** from Bonneville Environmental Foundation:

Our purchase- the equivalent to the reduction of 46,297 lbs of carbon dioxide equal to 55,665 vehicle miles traveled - combined with that of other BEF partners, represents a significant funding source that helps ensure continued innovation in addressing greenhouse gas emissions reductions.

Our member Marguerite David researched the possibility of using UUCville grounds as a Community Supported Agriculture distribution site. As an outcome of this research, we coordinated with UVA's Morven Kitchen Garden to host 2 **Farmers Markets**. In addition to bringing fresh produce to our church grounds, MKG surveyed the congregation and surrounding neighborhoods to gauge interest in having the church be a CSA distribution site in the future. We plan to host more farmers markets with them in the future.

We co-led the 2025 **Earth Day Service** which this year was focused on food, spirituality and sustainability. In conjunction with our theme, we offered Piedmont Environmental Council's Buy Fresh Buy Local Guides to the congregation. We appreciated the positive feedback we received from that service.

We hosted both fall and spring **Sustainable Eating Potluck** events to encourage members to cook and eat more sustainably.

Our member Kara Menfi organized and hosted a **Climate Future Film Festival** in conjunction with Cville100 at the Northside Library attended by approximately 35 people. The Festival is a collection of award-winning drama, documentary, comedy, and animation short films that address our many possible climate futures.

We helped plan and execute a **Social Action Fair** featuring local environmental and criminal justice organizations; we solicited and coordinated the environmental groups that participated in the Social Action Fair.

We coordinated the solicitation of local environmental groups for the **Social Action Collection** for May and then offered a survey to the congregation to help determine which group would be chosen.

We provided regular monthly **newsletters** to our 60 member MFE list outlining positive environmental actions being taken around the country and the world and alerting our members to actions that they can take to help save our environment, including calls to legislators and community workdays.

Our members Ann Salamini, Kara Menfi, Joan Kast, and Tamera Helms were responsible for the collection and disposal of compostable materials after every Social Hall event. We encouraged the use of cloth napkins at all social events to promote sustainability.

We are pleased and proud of this year's accomplishments, and we look forward to continued growth and action in 2026-2027!

Ellie Syverud & Kim Grover, co-chairs

Nominating Committee

Nominating Committee:

Members: Beverly Thierwechter, Elizabeth Breeden, Janine Jakim, Katharine Maus, John Griffith (Board Rep), Tim Temerson (ex officio)

V.6 Terms of Office. Officers of the Board will serve two years in their positions. At-large members shall serve three-year terms. Officers shall not serve more than two consecutive full terms in the same office. An at-large member may only serve one 3-year term in that position. The President and Treasurer shall be elected in the same year, and the Vice President and Secretary shall be elected in the alternating year. The terms of the at-large members shall be staggered so that no more than two at-large positions expire in any given year. More than half of an unexpired term shall be considered a full term. No member of the Board may serve more than six consecutive years on the Board but may serve again after a two-year absence from the Board.

We have filled the following positions:

Board Vice President: 2-year term: **John Griffith: 2026-2028**

Note: John can only serve this term since he has been on the Board for 4 years and can only serve for a total of 6 consecutive years

Board Secretary: second 2-year term: **Tammy Witt: 2026-2028**

Note: (same as John)

Two At large Board: 1st 3-year term: **Meg Dunham: 2026-2029**

1st 3-year term: **Coretta Powers 2026-2028**

Two Personnel Committee: 3-year term: **Susan Erno: 2026-2029**

3-year term: **Sharon Baiocco: 2026-2029**

Two Nominating Committee: 2-year term: **Sammy McGlammery 2026-2028**

2-year term: **Jed Devine 2026-2028**

Last year's Board (from website)

Carol Gardner – [President](#) (1st 2-year term 2025-2027)

Bev Ryan – [Vice President](#) (2nd 2-year term 2024-2026)

Jimmy Gorham – [Treasurer](#) (1st 2-year term 2025-2027)

Tammy Wilt – Secretary (1st 2-year term 2024-2026)

Ellie Syverud – At Large (1st 3-year term 2025-2028)

Achsah Carrier – At Large (1st 3-year term 2023-2026)

John Griffith – At Large (1st 3-year term 2023-2026)

Ashley Cooley – At Large (Board appointed, filling the remaining 2 year term of Chris Little 2025-2027)

Kim Grover – At Large (filling the remaining 2 year term of Sylvie Semmelhack 2025-2027)

Note: Kim can fill another 3 year term. Jimmy may be under the same rule as John and Tammy in that he cannot fill another Board 2 year term since he has been on the Board when his term expires in 2027

PACEM

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

We hosted the Men of Pacem from December 30, 2025 to January 12, 2026. Dinner help was provided by Ebenezer Baptist Church, City Church, Zion UMC, Serbian Orthodox Church and the VFW ladies. During the PACEM season we also provided food at other churches who were hosting both for the Men and for the Women.

Pastoral Visitors Annual Report 2025- 2026

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

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

Pastoral Visitors meet monthly with Rev Tim Temerson to discuss congregant contacts, to support each other and to provide ongoing education regarding topics relevant to our work. Our monthly meetings offer Pastoral Visitors an opportunity to connect, support each other and to keep each other updated regarding congregants. In addition to supporting each other this time is used to discuss and problem-solve some of the challenges that arise in our work. Our commitment to our congregants is to provide a confidential listening presence, with the explicit understanding that necessary information is shared within the pastoral care team to ensure both continuity and appropriate care.

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

Rosalie Simari sends bereavement cards on behalf of the congregation. The cards contain a CareNote on grief in the first year after a loss and information about grief support in the community and through Pastoral Visitors.

This year, our co-chairs offered three extended meetings for enrichment and education of our team. Topics covered in those meetings were The Pause Practice (from Until My Memory Fails Me), holding space as a practice for our congregants and ourselves, and the practice of choosing curiosity instead of judgment.

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

received positive feedback from congregants about our presence during and after the services. Several times, people new to our congregation have stopped to share a concern with the team member after the service. Sometimes people who stop by request ongoing support through Pastoral Visitors, other times people say that being able to voice what was of concern and being heard is all that is needed.

When a congregant is assigned a Pastoral Visitor, we provide them with an introduction card that spells out our role and boundaries including that what is shared with your pastoral visitor may be shared with the team, but no further, to help us support each other and our congregants. In addition, this makes it easier for another team member to fill in if one of us is unable to be in touch for a while due to travel or medical needs. The card also states how to reach us.

This year Susan Erno decided to leave the team to pursue other opportunities, and we welcomed Joan Kast onto the team.

Submitted by Patty Wallens, co-chair of the Pastoral Care Team

Personnel Committee

Chair: Bob Brett

Committee Members: Cathy Lawder, Keith McGlamery, Steve Becker, Michael Mott, Bev Ryan (Board Liaison), Rev Tim Temerson (ex officio).

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

Committee Accomplishments 2025-2026:

- Performance evaluations – completion of 6 month evaluations for the following staff: Bryn Malone (RE Assistant) and Nash Ford (Office Assistant). Where the evaluation identifies changes needed in the job description, the committee will work with the supervising staff member to complete those. This continues to be an area of challenge, as the evaluations can be critical in dealing with performance issues, yet supervisory staff are understandably very busy with other critical issues that continue to displace the evaluations.
- Compensation – in the winter of 2026, the committee closely reviewed the UUA salary recommendations and set out our priorities for this year (in this order): get the Minister of Faith Development position to at least 90% of midpoint, try to get closer to a living wage, ensure equity between positions of a similar level of responsibility (especially gender equity), and get closer to having all staff paid at or above the UUA minimum (90% of midpoint) for their role and experience. The committee worked with the Finance Committee, Treasurer, Lead

Minister and Board of Trustees to set out our priorities and to make more specific recommendations once the pledge drive was completed.

- Hiring and staff changes – When needed the committee is available to assist with job postings, interviews and hiring in conjunction with the supervising staff member. In this fiscal year, we had stability of in our staffing until spring of 2026. Bryn Malone, RE Assistant, submitted a resignation letter due to gaining admission to graduate school. Luckily we quickly found a replacement in-house as Nash Ford expressed interest and has been hired to take on the RE Assistant responsibilities while maintain the role of Office Assistant. However, in taking on this new role, the position of AV Tech will be vacated in May 2026. The committee is actively recruiting for that role. In addition, we continued a review of rules around classification of employees versus independent contractors, and had no new recommendations to the Board.

- Benefits – Sandra Schwartz took over management of benefits for staff in the fall of 2024, and the committee completed the Benefits Tune Up Workbook with her in the fall of 2025. This should be done again with the new Personnel Committee members in the upcoming fiscal year.

- Payroll Backup – The committee provided a member to learn and serve as a backup to Sandra for completing and submitting payroll in case she is unable to perform this for any reason.

- Committee members – Members Bob Brett (completed 2 terms) and Cathy Lawder (completed 1 term), will be leaving the committee at the end of June. We requested that the Nominating Committee stagger the terms of new members so that we don't have so many expiring at once. We are aware that the Nominating Committee has identified at least 2 candidates for the Committee for next year.

Policy Review Team

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

Purpose: For clarity and for appropriateness of purpose, the team reviews and makes recommendations of church policies and bylaws, current and proposed, at the request of the Board of Trustees or its representative. The Policy Review Team is currently inactive.

Remembrance Garden

Remembrance Garden Members: Josie Taylor, Doug Horwitz, Wayne Arnason, Ann Salamini, Kip Newland, Elizabeth Breeden, Scott Muir, Judith Zwillich, Margaret Gorman.

This year the Garden was improved with the installation of two lights next to the pond, a cabinet to enclose the electrical work next to the pond, and a "Wind Phone," a telephone in a box to talk to loved ones who are gone. Railings were installed (\$7569) to hold another row of slates on the brick wall. We have regularly hired a gardener to maintain the gardens.

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

Virginia Root James

1920-2025
J. Ellis Turner, III
1949-2016
Beverly Ann Brown Ball
1936-2026
Burnet V. Davis
1943-2026
Janice Hartman Bernhard
1930-2020

The following people signed contracts to reserve a space in the Garden:
Sharon Ann Baiocco, Kirk Bowers, Sandra Brooks, Frances Powell, Roger Powell

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Spirituality Book Club (25-26)

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

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

Our accomplishments:

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

Stewardship Steering Committee (SSC)

Members:

Jimmy Gorham, Treasurer
Ellie Syverud, Board Liaison
Ann Salamini
Maricia Brecker
Kay Frazier
Rev Tim Temerson, ex officio

The Stewardship Steering Committee undertook three significant projects this year: Reestablishing a Planned Giving program, supporting the annual Pledge Drive, and creating a Data Stewards Team.

Planned Giving Team

Team Members:

Ann Salamini
Sandy Brooks
Laura Horn
Judy Bias
Keith McGlammery
Kay Frazier

The Planned Giving Team's goal is to establish a sustainable and recognizable program that encourages, thanks, and acknowledges the gifts dedicated to the UUCville Common Endowment and other restricted funds. Legacy giving can contribute to future financial sustainability. These are gifts to the future. Legacy gifts are most often made through bequests in estate planning, and one-time donations in memory or in honor of a congregant. The team researched records of previous planned giving programs, developed communications materials, established protocols and procedures, held a successful informational lunch session, created acknowledgement cards, and is now engaged in outreach to those who have expressed interest in planned giving. This fiscal year, one-time donations of \$7,500 were contributed to the UU Cville Common Endowment. Several congregants completed Intent Forms, acknowledging a bequest to UUCville in their estate planning.

Pledge Drive

Team Members:

SSC Members

Pledge Drive Leaders: Pam McIntire and Greg Townsend

Communications: Angela Orebaugh, Achsa Carrier, Jude Bias,

Supporters: Bob Brett, Carol Temerson, Amy Davis, David Shutt, Beth Jaeger-Landis, Lori Craddock, and many others who stuffed envelopes and tabled during the drive.

Using a now-established schedule and program, the team led a successful pledge drive, with pledges for FY 26-27 totaling \$ 533,557 and matching pledges of \$11,475. The team organized a communications plan, conducted outreach, made many one-to-one contacts, managed pledge-drive letters, organized the kick-off event, maintained data, and sent thank-you cards.

Data Stewards Team

Members:

Renee Brett
Bob Brett
Angela Orebaugh
Kay Frazier

The Data Stewards Team was charged with reestablishing the Breeze software system as a significant administrative tool in managing giving, financial, and congregant data. The work included learning and understanding the Breeze system, analyzing security risks, creating new

security protocols, curating and cleaning existing data, setting procedures to manage data, establishing best management practices, and creating an opt-in Members and Supporters Directory. Work continues to assist the congregation in utilizing Breeze to manage donations and facilitate communications.

***Usher Committee**

Overview: Ushers Committee Members for 2025-26 include Marcia Brecker, Steve Brecker, Elizabeth Breeden, Elaine Chapman, Dinny Jensen, Gloria Morgan, John Nolen, Karen Judd. Maggie Ober dropped off after her brothers care and hasn't returned.

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

2026 Goals:

- 1) Continue to recruit new members to the usher team. We still need 1- 2 new members. The traditional ways of posting on the weekly email or the annual volunteer tabling don't work. Word of mouth is the better recruiting tool. If anyone on the board knows of a good candidate, please have them reach out to me and spread the word. I would also like to step down from coordinating the ushers as I have done it for several years, but no one currently on the team wants to take it on.
- 2) Continue to update the usher responsibilities and procedures as needed.

We get together every January at the Dairy Market for coffee/lunch to share ideas. It gives us a chance to see each other socially outside of the service environment, tweak our roles and responsibilities and come up with new ideas..

Marcia Brecker, Scheduling Coordinator

UUGuys

No report

Women Spirit

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

leadership currently includes Lauren Doran, Bonnie Hansen, and Janet King in a circle of eight ritual leaders who each plan and lead one celebration.