

Unitarian Universalist Congregation of Charlottesville
BOARD OF TRUSTEES Board Minutes
April 28, 2026
Meeting held via zoom

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

Absent: N/A

Guests: David Mellor, Cathy Sanders,

I. Opening - (20 mins)

- Opening and Closing Words: Ellie Syverud
- Reporter: Kim Grover
- Time Keeper: Ashley Cooley
- Process Observer: Tammy Wilt

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

MOTION: to Accept the agenda - Ellie Syverud moved to approve and John Griffith seconded, all approved.

5. Written Correspondence - Committee of Ministry submitted an update, attached to the bottom of the minutes.

II. Electronic Motions (1 minute)

1. Approval of the March minutes - done via email

III. Business (60 min)

- Survey Update Review (10min) David Mellor and Cathy Sanders - Opened in March, 2026, and we had 91 total responses. Numerous people interested in helping with already established committees/activities. More people are willing to help than to lead. Should we create an ongoing survey? How often should the primary survey be conducted? Next Steps? What changes need to be made. Rev Tim indicated next steps would be to perhaps act upon the survey interest to gather names. Figure out how to best thank the congregation for taking the time to complete the survey.
- Public Witness Task Force Approval (5min) Carol Gardner. Rev Tim recommended a meeting be held with all people interested in being on the Task Force, before the board approves the Public Witness Task Force. Carol Gardner is going to convene a group regarding the Task Force.

- Staff changes/updates (5min) Rev Leia Durland-Jones - Bryn has submitted their notice and their last date is 5/12. Sunny (formerly Nash) has agreed to replace Bryn as RE Assistant effective 5/18, as well as working as an office assistant. Sunny will be leaving the A/V Tech position after 5/10. We have a number of volunteers for the A/V Tech position, but will post it to look for an employee.
- Connie Cheetham Award (5min) Bev Ryan - Sharon Baiocco has been nominated. Jimmy Gorham moved to approve and Achsah Carrier seconded - all approved
- Treasurer's Report to present to the congregation (30min) Jimmy Gorham- The pledges in 2026-2027 exceeded 2025-2026. A balanced budget is being presented to the congregation. At this time, the budget is not being brought up for a vote. Waiting for more feedback to address all questions at one time, once the congregation has weighed in on their questions/clarifications. One revision requested was to individualize the wages of the employees.
- Request for approval of spending from Buildings Reserve Account (5 min) Jimmy Gorham - The Buildings Committee would like to use some of these funds to completely repair the Summit House parking lot cost of \$3,750. Request for approval of this cost. Second request for funds is for \$300 for additional repair for Social Hall doors. Kim Grover moved to approve and John Griffith seconded - all approved.

BREAK AND GRATITUDE CARDS (5 min) - Please think of people the Board should recognize for their recent contributions to our church community. Achsah Carrier asked for a card for Jude Bias for contribution to Communications for the Pledge Drive - Ellie Syverud to write the card. Marguerite David was nominated for a card by Ellie Syverud for bringing the Farmer's Market to UU - Achsah Carrier to write the card. Carol Gardner to write cards for Carol Temerson and Ann Salamini for the Pledge Drive. Kim Grover to write cards to Pam McIntire and Greg Townsend for chairing the Pledge Drive. John Griffith asked about thank you cards regarding Douthat Retreat. Lara Gastinger spearheads this and John will write the card. Achsah Carrier to write a note to Debby Norton to thank her for contributions to the Social Action Committee

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** (Oral) - Beverly Ryan
3. **Treasurer's Report** (Written) - Jimmy Gorham
4. **Lead Minister's Report** - (Oral) - Rev. Tim Temerson - Rev Tim announced that Rev Leia has received the prestigious Angus McLean award from the UUA for excellence in Religious Education.
5. **Minister of Faith Development's Report** (written) - Rev. Leia Durland-Jones
6. **Membership Report** (Oral) - 337 members - Rev Tim Temerson
7. **Board Liaison Reports**
 - Nom Committee: (Oral) John Griffith -
 - Personnel Committee (Oral) - Beverly Ryan -
 - Communications Committee (Oral) - Achsah Carrier -
 - Building Committee (Oral)- Kim Grover -
 - Stewardship Steering Committee (Oral) Ellie Syverud -

- Mosaic Squad: (Oral) Ashley Cooley -

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

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: May 13 2026

Next UU Charlottesville Board Meeting: May 26, 2026

President's Reports to the Board -

April 2026

I'm very pleased that we had such a successful pledge drive, and I wanted to thank everyone in the congregation who pledged their support for the next fiscal year. Your pledges make all of our programs possible, and we appreciate each and every pledge of support. In addition, I would like to thank our wonderful pledge drive team, who worked tirelessly to make it easy for you to pledge, to follow up with members, and to highlight heartfelt thoughts from a number of church members about why pledging is important to them.

Now that the pledge drive is complete, the Finance Committee, Treasurer and staff have been working hard to finalize a draft budget for next year (starting 7/1/2026). That draft budget will come to the Board at the April meeting, with additional discussion and a final vote happening at our May Board meeting. In between, the congregation will have an opportunity to learn more about next year's budget from Treasurer Jimmy Gorham at several open discussions. The first will take place in the sanctuary after the service on Sunday, May 3. The second one will be on a weeknight evening on zoom – watch the newsletter for details. Please join Jimmy to learn more about the budget and the process. Our UU values inform the way we create, review and approve the budget, as well as what we actually fund, and we welcome your participation.

Finally, all qualified church members (per bylaws) will have the opportunity to vote on the budget, nominations for the Board and other committees, and other business at our annual congregational meeting. This will be held on Sunday, June 7 after the service, so please mark your calendars. Even if you are not a member, you are welcome to come to the meeting to see how we work together, and to participate in discussion. The official packet for the congregational meeting will be sent out closer to the date.

Submitted by: Carol Gardner, President

Vice President's Report to the Board:

Annual reports sent out to be completed.

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

Treasurer's Report to the Board:

[Treasurer's report, April 2026](#)

Greetings to the Board and to the Congregation

- **Finance Committee:**

The Finance Committee meeting met on Tuesday, April 21. The sole agenda item was discussing and approving the 26-27 budget proposal.

- **26-27 Budget Proposal Preparation:**

The budget process consisted of getting input from various stakeholders, an initial budget preparation meeting that included the ministers, the Chair of the Finance Committee Donna Redmond, and Sandra Schwartz. The Preliminary Budget that emerged was then submitted to the Finance Committee. At the recent FC meeting, the Preliminary Budget was refined further, and I am pleased to submit a copy of the Refined Budget to the Board for approval as the Proposed Budget, or for further refinement, if needed.

- **The 26-27 Proposed Budget is attached for consideration by the Board**

I would like to highlight some key features of the Proposed Budget (see attachment):

- For easy comparison, to the right are two columns: the current budget (approved June, 2025), and our current actuals as of March 31, i.e. $\frac{3}{4}$ of the fiscal year over.
- This is a *balanced* budget: budgeted revenue total exceeds budgeted expense total (+\$2,167)
- Notable features on the *Revenue* side:
 - For the budget, we assume a more Church-standard pledge fulfillment rate of 95%, allowing us to put in \$506,880 in line 4110. This is consistent with recent years' actual (excellent) fulfillment rates, and allows us to not have to adhere to the lower fulfillment rate (93% or lower) used in previous budgets, which was a legacy of poor fulfillment rates in the 2010s.
 - By the way, with a late pledge coming in (on Saturday, 4/25), our pledge total this year (\$533,558) now exceeds (by \$148) our pledge total from last year (\$533,410). i.e.: This year is now the new record. Way to go Pam and Greg, and the rest of the Pledge Drive team!
 - I have heard that the Spring Auction may not happen this year (or next); so to be conservative, we assume zero revenue from it. If it takes place, any revenue will add to our bottom line. By way of balance, we project revenue from the Fall Auction, the yard sale, and other events will be greater than budgeted last year. These projected budget revenues are based on actual numbers from these events.

- We have budgeted lower revenue from 4510 Building Use Fees, based on the loss of the CHEC contract.
- Unlike last year (and most recent budget cycles), we are not budgeting in a transfer from our Endowment. This allows us to preserve our investments for future UUCville, rather than spend it on current UUCville, and is consistent with our Bylaws which state:
 - *Each year up to five percent (5%) of the general Endowment Funds' market value may be used for...**extraordinary** expenses beyond those in the normal operating budget, including debt reduction;* UUCville Bylaws; Article XIV.1; p. 14. (**Bold** emphasis is my own /jdg)
- As a reminder, when the books closed on the last Church year, we had a budget surplus, and were able to put significant funds into our 4580 Operating Reserve Fund. The current budget proposal uses \$11,000 of the 4580 Operating Reserve Fund for revenue (versus \$5,000 budgeted last year).
- Notable features on the *Expense* side:
 - Every staff member is getting a raise.
 - We are able to increase our support to UUA (\$9,000 compared with \$5,000 for last year and for many previous budget cycles).
 - We have (as we had anticipated) significant increases in Staff Health Care Insurance, stemming from the federal legislation passed last year.
 - Significant ($\geq 30\%$) expense increases are expected in several lines, based on known (or anticipated) increases in costs / spending:
 - 5250 IT Support
 - 5310 717 Main Bldg Electricity
 - 5360 Telephone & Internet
 - 5562 Facility Improvement Projects
 - 5623 Payroll - Payment In Lieu of FICA
 - 6020 UUA Annual Program Fund
 - 6120 Guest Preacher
 - 6140 Pianist
 - 6370 Volunteer Coordination
 - These increases are counterbalanced by lower spending across multiple lines (not listed; see budget itself).
- **New spending requests from the Buildings Committee**

The Buildings Committee requests to use money from the 1030-01 Building and Ground Reserve Fund. As a reminder, this is the reserve fund to which we added \$20,000 last summer, when we decided how to allocate our budget surplus. The account has over \$10,000 remaining.

The Finance Committee has considered the requests (via email, because the requests came in *after* our April 21 meeting) and has approved both by email ballot, unanimously.

1. \$3,750 is needed to repair the summit house parking lot, which has many problems: divots and potholes, exacerbated by the winter's brutal snow-crete event. This parking lot requires more

than a quick patch that will last only a year or two. \$3,750 ensures that it is done the right way, allowing it to drain properly and solving pothole problems both in the Summit lot itself and at the entrance to the Summit lot. The formal request is for \$3,050 from the 1030-01 Building and Ground Reserve Fund; this requires support from the Finance Committee (done) and the Board. The remaining \$700 will come from our already approved annual budget line 5554 Summit House Maintenance expenses.

2. \$300 is needed as an additional expense for the previously approved Social Hall door (several thousand dollars). This is for a metal bar that it had not been originally appreciated was actually broken and needs repair. The request is for the Board to approve the additional \$300 for the Social Hall doors, also to be taken from the 1030-01 account.

- **Monthly Financial Statements for March 31**

As usual, see two separate pdf documents for monthly Budget v. Actuals, and for the monthly Statement of Financial Position; these have been prepared by Sandra from Quickbooks. As in previous Treasurer's reports, I have prepared my own version of the SOFP (see separate Word document), for those who may prefer this format; the numbers should be identical to those in Sandra's report. As a reminder, to make it easier to interpret, I have removed the parts on "Fixed Assets" and "the Bonds and Trusts" as those do not change from month to month. I do include our long-term liabilities, to keep us aware of them.

Thank you, Jimmy G, UUCville Treasurer.

Submitted by: **Jimmy Gorham**, Treasurer

Lead Minister's Report to the Board:

Rev Leia was nominated and will receive the Angus McLean Award for excellence in religious education to be announced to the congregation on May 10th.

Rev. Tim, Lead Minister

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

Report to the Board April 2026
Rev. Leia Durland-Jones, Minister of Faith Development

Religious Education Programming for Children & Youth RE

March and April have been full of wonderful offerings for our children and youth. In March, our Spirit Play (4-year-olds through first grade) and second through fourth grade classes wrapped up their classroom curriculum experiences. We began having Children's Worship in a combined group on Sundays following our time in the sanctuary. This has been a delightful opportunity for me to spend more time with our church's younger children and connect with them while focusing on our monthly ministry theme and the rainbow chalice.

Our fifth and sixth grade class continues to meet as a group with their RE volunteers after time in the sanctuary. They too are exploring the Rainbow Chalice as well as hands-on learning and serving projects such as making meal packets.

Our OWL program is coming to a strong finish and YRUU has been meeting weekly with extra events such as ASP fundraising luncheons. This month they also visited the African American Heritage Center to learn about the next step in the "Swords to Plowshares" initiative.

The RE Committee is at work discerning next year's programming for our children and youth. "Summer Sunday Co-op Fun" for our nursery through rising fifth graders begin May 24th.

Adult Faith Development

Upcoming AFD classes include:

- Revitalize Your Space, Revitalize Your Life with Kyra Houghton (Sunday May 3, 12:30-2:30)
- The Paradox of the Parables (Sundays May 10, June 14; 12:30 – 1:15 PM)
- End of Life Planning and Logistics, (Sunday May 24, 12:30-2:30PM)
- *Social Change Now* by Deepa Iyer (Wednesdays May 6, 20, 27, 6:30-8:30PM)
- Tea Ceremony and Meditation with Jess Turner (Sundays May 17 and June 14, 9:30AM)

The AFD class "Exploring the Labyrinth" had thirteen participants! We enjoyed talking about the history of the UUCville Labyrinth Ministry and walking the outdoor labyrinth as well as the Virtual Labyrinth and the single person labyrinth that we have in our "labyrinth collection." The hope is that some folks from this gathering will become involved in a revitalization of our congregation's Labyrinth Ministry. We will be hosting a labyrinth walk on the outdoor labyrinth (weather permitting) on May 2, World Labyrinth Day from 1-2PM. All are welcome.

Worship & Whole Church Programming

Rev. Tim and I have scheduled a multigenerational worship service for Sunday May 10th. Rev. Tim and I have both been working to amplify participation in the upcoming church auction scheduled for May 9.

Other

Rev. Tim and I continue to meet regularly with the MOSAIC Squad to support and collaborate with them in their work. We plan to have a MOSAIC presence at Washington Park for the May 1 National Strike.

Rev. Tim and I are hosting a "Tea with the Ministers" on Thursday May 14 from 10:30-noon in the social hall with a special invitation to our congregation's elders. We want to explore revitalizing programming for those 70+.

Pastoral Care

I led a "Hope in Hard Times" support circle after church on April 12 and was able to connect deeply with participants.

I have been meeting with congregants one on one for pastoral care both in person and via Zoom.

Rites of Passage

I will be officiating at two upcoming memorial services here at UUCville in the coming week. One is private and the other, the service for Mark Syverud, is open to the congregation.

Professional Development & Leadership

I continue to be involved with the Centre for Holding Space both as a leader and a learner. I am a participant in the "Community of Practice" monthly gatherings and in an online course "Becoming a Grounded Guide."

I am mentoring two mentees through Liberal Religious Educators' Association and have been nominated to serve on LREDA's Committee on Mentoring starting in June.

Staff Transitions

In May we say goodbye to godspeed to Bryn Malone who has served as the RE Assistant for just over a year. Bryn heads to school in Iowa for a year-long program that should help them successfully apply to medical school in the future. Bryn's last Sunday with us is May 10th. They have been a pleasure to work with. We will celebrate them and say goodbye at a staff luncheon on their last day, May 12.

I am excited to share that Sunny Ford (previously Nash) has applied for and been chosen as the candidate to succeed Bryn as RE Assistant. Sunny will continue as the Office Assistant and will leave the job of AV Tech. Sunny's employment as the RE Assistant begins May 18. I look forward to working with them in their new role.

Unitarian Universalist Congregation of Charlottesville

Budget vs. Actuals: July 2025 - March 2026 (75%)

	Total			
	Actual	Budget	Remaining	% of Budget
Revenue				
4000 Non-Profit Revenue FY25-26			0	
4100 Pledged Donations FY 2025-26			0	
4110 Current Year Pledges FY 2025-26	395,300	488,250	92,950	80.96%
4120 Current Year Pledge Match FY 2025-26	12,244	12,060	-184	101.53%
4130 Prior Year Pledges FY 2024-25	8,508	3,000	-5,508	283.59%
Total 4100 Pledged Donations FY 2025-26	\$ 416,052	\$ 503,310	\$ 87,258	82.66%
4200 Non-Pledged Donations FY 2025-26			0	
4210 Current Year Unpledged Donations FY 2025-26	10,179	7,000	-3,179	145.42%
4220 Offering / Plate Cash FY 2025-26	6,361	10,000	3,639	63.61%
Total 4200 Non-Pledged Donations FY 2025-26	\$ 16,541	\$ 17,000	\$ 460	97.30%
4400 Fundraising Events			0	
4410 Spring Auction	430	6,000	5,570	7.17%
4420 Fall Auction	8,442	6,500	-1,942	129.87%
4430 Yard Sale	15,970	7,500	-8,470	212.93%
4450 Other Fundraising Revenue	275	2,000	1,725	13.75%
4455 RaiseRight, Scrip, Kroger Revenue	650	1,000	350	65.01%
4460 Hospitality Contributions	135	250	115	54.12%

Total 4450 Other Fundraising Revenue	\$	1,060	\$	3,250	\$	2,190	32.63%
Total 4400 Fundraising Events	\$	25,903	\$	23,250	\$	-2,653	111.41%
Total 4000 Non-Profit Revenue FY25-26	\$	458,495	\$	543,560	\$	85,065	84.35%
4500 Other Revenue						0	
4510 Building Use Fees		16,176		22,500		6,324	71.89%
4520 Bank Interest		1,112		800		-312	139.02%
4530 Endowment Withdrawal for Operating Income				11,800		11,800	0.00%
4580 Transfer from Operating Reserve				5,000		5,000	0.00%
4610 CEF Bond Income				908		908	0.00%
4620 Cheetham Fund (RE)				826		826	0.00%
4630 Abrahamse Fund (Music)				774		774	0.00%
4640 Bristol Fund (B & G)				3,259		3,259	0.00%
Total 4500 Other Revenue	\$	17,288	\$	45,867	\$	28,579	37.69%
Total Revenue	\$	475,783	\$	589,427	\$	113,644	80.72%
Gross Profit	\$	475,783	\$	589,427	\$	113,644	80.72%
Expenditures							
5000 Administrative Expenses						0	
5010 Communications		1,233		3,000		1,767	41.11%
5020 Multi-Peril Insurance		7,368		15,000		7,632	49.12%
5060 Hospitality		1,775		2,500		725	71.01%
5070 Personnel Committee				400		400	0.00%
5090 Safety and Security		504		500		-4	100.76%
5100 Cleaning & Supplies						0	
5110 Cleaning Service		12,450		21,000		8,550	59.29%

5120 Kitchen, Bathroom & Cleaning Supplies	1,196	2,000	804	59.78%
Total 5100 Cleaning & Supplies	\$ 13,646	\$ 23,000	\$ 9,354	59.33%
5200 Office Expense and Supplies			0	
5210 Office Supplies	1,177	2,000	823	58.83%
5220 Online Subscription Fees	1,957	5,500	3,543	35.58%
5230 Photocopies and Printing	1,927	2,100	173	91.76%
5240 Postage	482	1,100	618	43.84%
5250 IT Support	4,523	3,500	-1,023	129.22%
5260 Computer Maintenance/Upgrade	713	2,000	1,287	35.64%
Total 5200 Office Expense and Supplies	\$ 10,778	\$ 16,200	\$ 5,422	66.53%
5300 Utilities			0	
5310 717 Main Bldg Electricity	7,068	7,000	-68	100.97%
5320 Summit House Electricity	2,184	3,000	816	72.79%
5330 Edgewood Lane Parking Lot Electricity	286	300	14	95.30%
5340 717 Main Bldg Gas, Water, & Sewer	2,901	4,000	1,099	72.54%
5350 Summit Gas, Water & Sewer	869	1,700	831	51.10%
5360 Telephone & Internet	5,182	3,600	-1,582	143.96%
5370 Trash and Recycling	1,231	1,500	269	82.06%
5380 Stormwater Assessment Fee	497	1,100	603	45.16%
Total 5300 Utilities	\$ 20,217	\$ 22,200	\$ 1,983	91.07%
5400 Legal & Professional Fees			0	
5410 Accounting Fees		3,000	3,000	0.00%
5420 Legal Expense	49	500	451	9.80%
Total 5400 Legal & Professional Fees	\$ 49	\$ 3,500	\$ 3,451	1.40%
5550 Buildings and Grounds			0	
5551 Main Building Maintenance Expenses	2,311	3,000	689	77.04%

5552 Buildings Contractual Maintenance	7,812	12,270	4,458	63.67%
5553 Bristol Fund Expense (B&G)	658	3,259	2,601	20.19%
5554 Summit House Maintenance Expenses	798	1,500	702	53.21%
5556 Grounds Contractual Services	4,660	7,000	2,340	66.57%
5559 Gardens and Grounds Expenses	2,043	2,000	-43	102.14%
5560 Buildings & Grounds Reserve Expense	3,000	3,000	0	100.00%
5562 Facility Improvement Projects	4,419	5,500	1,081	80.34%
5563 Furniture & Equipment		750	750	0.00%
Total 5550 Buildings and Grounds	\$ 25,701	\$ 38,279	\$ 12,578	67.14%
5600 Personnel Expenses			0	
5610 Payroll - Benefits			0	
5611 Dental Insurance	1,736	1,758	22	98.72%
5612 Health Insurance	24,917	30,467	5,550	81.78%
5613 Life Insurance	1,260	2,154	894	58.51%
5614 Long Term Disability	1,966	3,752	1,786	52.40%
5615 Pension	18,297	24,225	5,928	75.53%
Total 5610 Payroll - Benefits	\$ 48,175	\$ 62,356	\$ 14,181	77.26%
5620 Wages & Payroll Tax			0	
5621 Wages	200,674	257,138	56,464	78.04%
5622 Payroll Taxes	11,162	15,989	4,827	69.81%
5623 Payroll - Payment In Lieu of FICA	6,262	7,365	1,103	85.02%
5624 Minister Housing Allowance	40,007	48,133	8,126	83.12%
Total 5620 Wages & Payroll Tax	\$ 258,104	\$ 328,625	\$ 70,521	78.54%
5630 Professional Development Expenses			0	
5631 Lead Minister Prof Expenses	1,284	3,000	1,716	42.80%
5632 Minister of Faith Development Prof Expenses	3,134	6,000	2,866	52.23%

5633 Operations Manager Professional Expenses	206	1,250	1,044	16.50%
5634 Dir of Music Prof Expenses	367	750	383	48.88%
Total 5630 Professional Development Expenses	\$ 4,990	\$ 11,000	\$ 6,010	45.37%
5640 Payroll Processing Fees	3,912	5,900	1,988	66.31%
5650 Workers' Compensation Insurance	684	1,500	817	45.57%
5670 Sabbatical Reserve Expense	500	500	0	100.00%
Total 5600 Personnel Expenses	\$ 316,366	\$ 409,881	\$ 93,515	77.18%
5700 Financial Services Charges			0	
5710 Bank Fees	13	150	137	8.73%
5720 Financial Service Fees	3,424	4,000	576	85.60%
5730 Credit Card Fees		50	50	0.00%
Total 5700 Financial Services Charges	\$ 3,437	\$ 4,200	\$ 763	81.83%
5800 Debt Service			0	
5801 Payment on 2019 Unsecured Loan	5,000	5,000	0	100.00%
5802 CEF Bonds Interest Expense		5,775	5,775	0.00%
Total 5800 Debt Service	\$ 5,000	\$ 10,775	\$ 5,775	46.40%
5900 General Operating Reserve (Contingency)	6,000	6,000	0	100.00%
Total 5000 Administrative Expenses	\$ 412,075	\$ 555,435	\$ 143,360	74.19%
6000 Program Expenses			0	
6020 UUA Annual Program Fund	5,000	5,000	0	100.00%
6100 Worship Expenses			0	
6110 Worship Supplies and Subscriptions	233	400	167	58.28%
6120 Guest Preacher	1,865	750	-1,115	248.67%
Total 6100 Worship Expenses	\$ 2,098	\$ 1,150	\$ -948	182.44%
6130 Music Expense			0	

6140 Pianist	1,985	3,600	1,615	55.14%
6150 Abrahamse Fund (Music) Expense	774	774	0	99.98%
6160 Instrument service	369	1,050	681	35.14%
6170 Music Supplies	250	250	0	100.00%
Total 6130 Music Expense	\$ 3,378	\$ 5,674	\$ 2,296	59.53%
6200 Faith Development			0	
6210 Cheetham Fund Expense (RE)	800	826	26	96.85%
6220 RE Children & Youth	3,508	6,000	2,492	58.47%
6230 Women's Spirit		100	100	0.00%
Total 6200 Faith Development	\$ 4,308	\$ 6,926	\$ 2,618	62.21%
6300 Beloved Community			0	
6310 Caring Community		75	75	0.00%
6320 Childcare	1,043	3,250	2,208	32.08%
6330 Family Ministry	185	750	565	24.67%
6340 Fun & Friendship		500	500	0.00%
6350 Inclusivity Ministry		500	500	0.00%
6360 Membership & Member Tracking	155	500	345	31.01%
6370 Volunteer Coordination		100	100	0.00%
6380 Young Adults / Campus Outreach	152	500	348	30.31%
6390 Campus Plan		3,000	3,000	0.00%
Total 6300 Beloved Community	\$ 1,534	\$ 9,175	\$ 7,641	16.72%
6400 Faith Witness - External			0	
6410 Community Partnerships (Social Action Council)	364	1,500	1,136	24.25%
6420 Interfaith Ministries	408	400	-8	101.88%

6430 Ministry for Earth		500	500	0.00%
6440 Justice Ministries	791	1,000	209	79.07%
Total 6400 Faith Witness - External	\$ 1,562	\$ 3,400	\$ 1,838	45.94%
Total 6000 Program Expenses	\$ 17,880	\$ 31,325	\$ 13,445	57.08%
7000 Fund Raising Expense			0	
7100 Pledge Program Expense	95	300	205	31.71%
7200 Other Fundraising Expense	888	900	12	98.67%
Total 7000 Fund Raising Expense	\$ 983	\$ 1,200	\$ 217	81.93%
Total Expenditures	\$ 430,938	\$ 587,960	\$ 157,022	73.29%
Net Operating Revenue	\$ 44,845	\$ 1,467	\$ -43,378	3056.92%
Net Revenue	\$ 44,845	\$ 1,467	\$ -43,378	3056.92%

Tuesday, Apr 07, 2026 12:18:03 PM GMT-7 - Accrual Basis

Pledge Drive Main pledge	\$ 533,558
Overall budget delta	\$ 2,167

Proposed FY 2026-27 Budget
July 2026-June 2027

Accounts	2026-7	2025-6	
	Proposed Budget	Approved Budget	3/4 year actuals

Income

4000 Non-Profit Revenue FY25-26				
4100 Pledged Donations FY 2025-26				
4110 Current Year Pledges FY 2025-26	\$ 506,880	\$ 488,250	\$ 395,300	
4120 Current Year Pledge Match FY 2025-26	\$ 11,475	\$ 12,060	\$ 1,244	
4130 Prior Year Pledges FY 2024-25	\$ 5,000	\$ 3,000	\$ 8,507	
	\$ 523,355	\$ 503,310	\$ 416,052	
4200 Non-Pledged Donations FY 2025-26				
4210 Current Year Unpledged Donations FY 2025-26	\$ 11,000	\$ 7,000	\$ 10,179	
4220 Offering / Plate Cash FY 2025-26	\$ 8,800	\$ 10,000	\$ 6,361	
	\$ 19,800	\$ 17,000	\$ 16,540	
4400 Fundraising Events				
4410 Spring Auction	\$ -	\$ 6,000	\$ 430	
4420 Fall Auction	\$ 8,500	\$ 6,500	\$ 8,442	
4430 Yard Sale	\$ 13,000	\$ 7,500	\$ 15,970	
4450 Other Fundraising Revenue	-			
4455 RaiseRight, Scrip, Kroger Revenue	\$ 1,000	\$ 1,000	\$ 650	
4460 Hospitality Contributions	\$ 400	\$ 250	\$ 135	
4465 Art Sale Commission/Misc Fundraising	\$ 500		\$ 320	
Revenue	\$ 23,400	\$ 21,250	\$ 25,947	
4500 Other Revenue				

4510 Building Use Fees	\$ 15,500	\$ 22,500	\$ 16,176
4520 Bank Interest	\$ 1,400	\$ 800	\$ 1,112
4530 Endowment Transfer	\$ -	\$ 11,800	\$ -
4580 Transfer from Operating Reserve	\$ 11,000	\$ 5,000	
4610 CEF Bond Income	\$ 844	\$ 916	
4620 Cheetham Fund (RE)	\$ 851	\$ 826	
4630 Abrahamse Fund (Music)	\$ 821	\$ 774	
4640 Bristol Fund (B & G)	\$ 3,259	\$ 3,259	
	\$ 33,675	\$ 45,875	\$ 17,288
Total Income	\$ 600,230	\$ 587,435	\$ 475,827 81.0%

Expense

5000 Administrative Expenses			
5010 Communications	\$ 2,500	\$ 3,000	\$ 1,233
5020 Multi-Peril Insurance	\$ 17,425	\$ 15,000	\$ 7,368
5060 Hospitality	\$ 2,800	\$ 2,500	\$ 1,775
5070 Personnel Committee		\$ 400	
5090 Safety and Security	\$ 200	\$ 500	\$ 504
	\$ 22,925	\$ 21,400	
5100 Cleaning & Supplies			
5110 Cleaning Service	\$ 17,000	\$ 21,000	\$ 12,450
5120 Kitchen, Bathroom & Cleaning Supplies	\$ 1,600	\$ 2,000	\$ 1,196
	\$ 18,600	\$ 23,000	\$ 13,646
5200 Office Expense and Supplies			
5210 Office Supplies	\$ 1,500	\$ 2,000	\$ 1,177
5220 Online Subscription Fees	\$ 3,300	\$ 5,500	\$ 1,957
5230 Photocopies and Printing	\$ 2,500	\$ 2,100	\$ 1,927
5240 Postage	\$ 600	\$ 1,100	\$ 482
5250 IT Support	\$ 9,000	\$ 3,500	\$ 4,523
5260 Computer Maintenance/Upgrade	\$ 2,000	\$ 2,000	\$ 713
	\$ 18,900	\$ 16,200	\$ 10,778

5300 Utilities			
5310 717 Main Bldg Electricity	\$ 9,100	\$ 7,000	\$ 7,068
5320 Summit House Electricity	\$ 2,920	\$ 4,000	\$ 2,184
5330 Edgewood Lane Parking Lot Electricity	\$ 385	\$ 300	\$ 286
5350 Summit Gas, Water & Sewer	\$ 1,165	\$ 1,700	\$ 868
5340 Main Building Gas, Water & Sewer	\$ 3,880	\$ 3,000	\$ 2,901
5360 Telephone & Internet	\$ 6,300	\$ 3,600	\$ 5,182
5370 Trash and Recycling	\$ 1,675	\$ 1,500	\$ 1,231
5380 Stormwater Assessment Fee	\$ 995	\$ 1,100	\$ 497
	\$ 26,420	\$ 22,200	\$ 20,216
5400 Legal & Professional Fees			
5410 Accounting Fees	\$ -	\$ 3,000	
5420 Legal Expense	\$ 50	\$ 500	\$ 49
	\$ 50	\$ 3,500	\$ 49
5550 Buildings and Grounds			
5551 Main Building Maintenance Expenses	\$ 3,000	\$ 3,000	\$ 2,311
5552 Buildings Contractual Maintenance	\$ 13,840	\$ 12,270	\$ 7,812
5553 Bristol Fund Expense (B&G)	\$ 3,259	\$ 3,259	\$ 658
5554 Summit House Maintenance Expenses	\$ 1,500	\$ 1,500	\$ 798
5556 Grounds Contractual Services	\$ 5,800	\$ 7,000	\$ 4,660
5559 Gardens and Grounds Expenses	\$ 2,000	\$ 2,000	\$ 2,043
5560 Buildings & Grounds Reserve Expense		\$ 3,000	\$ 3,000
5562 Facility Improvement Projects	\$ 8,500	\$ 4,419	\$ 4,419
5563 Furniture & Equipment	\$ 100	\$ 750	
	\$ 37,999	\$ 37,198	\$ 25,701
5600 Personnel Expenses			
5610 Payroll - Benefits			
5611 Dental Insurance	\$ 1,965	\$ 1,758	\$ 1,736
5612 Health Insurance	\$ 39,753	\$ 30,467	\$ 24,917
5613 Life Insurance	\$ 1,651	\$ 2,154	\$ 1,260
5614 Long Term Disability	\$ 2,457	\$ 3,752	\$ 1,966
5615 Pension	\$ 28,352	\$ 24,225	\$ 18,297

	\$	74,178	\$	62,356	\$	48,175
5620 Wages & Payroll Tax						
5621 Wages, including Minister Housing Allowance	\$	313,945	\$	305,271	\$	240,681
5622 Payroll Taxes	\$	10,248	\$	15,989	\$	11,162
5623 Payroll - Payment In Lieu of FICA	\$	13,768	\$	7,365	\$	6,262
	\$	337,961	\$	328,625	\$	258,105
5630 Professional Development Expenses						
5631 Lead Minister Prof Expenses	\$	2,500	\$	3,000	\$	1,284
5632 Minister of Faith Development Prof	\$	5,500	\$	6,000	\$	3,134
5633 Operations Manager Professional Expenses	\$	500	\$	1,250	\$	206
5634 Dir of Music Prof Expenses	\$	500	\$	750	\$	367
	\$	9,000	\$	11,000		
5640 Payroll Processing Fees	\$	5,216	\$	5,900	\$	3,912
5650 Workers' Compensation Insurance	\$	924	\$	1,500	\$	684
5670 Sabbatical Reserve Expense	\$	500	\$	500	\$	500
	\$	6,640	\$	7,900	\$	6,380
5700 Financial Services Charges						
5710 Bank Fees	\$	150	\$	150	\$	13
5720 Financial Service Fees	\$	5,000	\$	4,000	\$	3,424
5730 Credit Card Fees	\$	50	\$	50		
	\$	5,200	\$	4,200	\$	3,437
5800 Debt Service						
5801 Payment on 2019 Unsecured Loan	\$	5,000	\$	5,000	\$	5,000
5802 CEF Bonds Int Expense	\$	844	\$	5,775		
5900 General Operating Reserve (Contingency)	\$	-	\$	6,000	\$	5,000
	\$	5,844	\$	16,775		
6000 Program Expenses						
6020 UUA Annual Program Fund	\$	9,000	\$	5,000	\$	5,000
6100 Worship Expenses						
6110 Worship Supplies and Subscriptions	\$	400	\$	400	\$	233

6120 Guest Preacher	\$ 1,800	\$ 750	\$ 1,865
	\$ 2,200	\$ 1,150	\$ 2,098
6130 Music Expense			
6140 Pianist	\$ 5,600	\$ 3,600	\$ 1,985
6150 Abrahamse Fund (Music) Expense	\$ 821	\$ 774	\$ 774
6160 Instrument service	\$ 850	\$ 1,050	\$ 369
6170 Music Supplies	\$ 250	\$ 250	\$ 250
	\$ 7,521	\$ 5,674	\$ 3,378
6200 Faith Development			
6210 Cheetham Fund Expense (RE)	\$ 851	\$ 826	\$ 800
6220 RE Children & Youth	\$ 5,500	\$ 6,000	\$ 3,508
6230 Women's Spirit	\$ -	\$ 100	
	\$ 6,351	\$ 6,926	\$ 4,308
6300 Beloved Community			
6310 Caring Community	\$ 75	\$ 75	
6320 Childcare	\$ 2,000	\$ 3,250	\$ 1,043
6330 Family Ministry	\$ 600	\$ 750	\$ 185
6340 Fun & Friendship	\$ 300	\$ 500	
6350 Inclusivity Ministry	\$ 100	\$ 500	
6360 Membership & Member Tracking	\$ 500	\$ 500	\$ 155
6370 Volunteer Coordination	\$ 150	\$ 100	
6380 Young Adults / Campus Outreach	\$ 300	\$ 500	\$ 152
6390 Campus Plan	\$ 1,000	\$ 3,000	
	\$ 5,025	\$ 9,175	\$ 1,534
6400 Faith Witness - External			
6410 Community Partnerships	\$ 1,000	\$ 1,500	\$ 364
6420 Interfaith Ministries	\$ 500	\$ 400	\$ 408
6430 Ministry for Earth	\$ 250	\$ 500	
6440 Justice Ministries	\$ 1,000	\$ 1,000	\$ 791
	\$ 2,750	\$ 3,400	\$ 1,562
7000 Fund Raising Expense			
7100 Pledge Program Expense	\$ 300	\$ 300	\$ 95
7200 Other Fundraising Expense	\$ 1,200	\$ 900	\$ 888

	\$ 1,500	\$ 1,200	\$ 983
Total Expense	\$ 598,064	\$ 586,879	\$ 430,938 73.4%
Total Income (From Row 37, above)	\$ 600,230	\$ 587,435	\$ 475,827
Total Income minus Total Expense	\$ 2,167	\$ 556	

Statement of Financial Position

Unitarian Universalist Congregation of Charlottesville

As of Mar 31, 2026

Total

Assets

Current Assets

Bank Accounts

1000 UVA CCU Checking (80)	\$0
1010 General Fund	\$58,197
1020 Donor Restricted Funds	
1020-01 Adult Faith Development AFD	\$6,967
1020-02 Children's Service Offering	\$764
1020-03 Cluster Conference RJ Funds	\$153
1020-04 Coming of Age	\$1,483
1020-05 Food Pantry	\$10,353
1020-06 Green Building Improvements	\$676
1020-07 IHS Meal Packets	\$7,199
1020-08 Labyrinth Project	\$713
1020-09 Minister's Discretionary Fund	\$9,387
1020-10 Music Programs	\$214
1020-11 Refugee Collection	\$0
1020-14 Special Collection	\$100
Total for 1020 Donor Restricted Funds	\$38,009

1030 Board Designated Funds

1030-01 Building & Grounds Reserve Fund	\$17,708
1030-02 Capital Reserve Fund	\$983
1030-03 Operating Reserve	\$21,621
1030-05 Sabbatical Fund	\$2,953
1030-06 Remembrance Garden	\$13,920
Total for 1030 Board Designated Funds	\$57,186

Total for 1000 UVA CCU Checking (80) **\$153,392**

1100 Money Market **\$100,595**

1200 UVA CCU Savings (00) **\$25,983**

Total for Bank Accounts **\$279,970**

Other Current Assets

1500 UU Common Endowment Fund **\$822,913**

1600 Member Bonds**1610 Bonds Held by Restricted Funds**

1611 Cheetham Bonds Principal (RE) **\$16,214**

1612 Bristol Bonds Principal **\$62,077**

1613 Abrahamse Bonds Principal **\$15,642**

Total for 1610 Bonds Held by Restricted Funds **\$93,933**

1620 CEF Bonds Principal **\$16,067**

Total for 1600 Member Bonds **\$110,000**

Total for Other Current Assets **\$932,913**

Total for Current Assets **\$1,212,883**

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	<u>\$2,083,304</u>
Total for Assets	<u>\$3,296,187</u>
Liabilities and Equity	
Liabilities	
Current Liabilities	
Credit Cards	
2030 Ramp Card	\$2,104
Total for Credit Cards	<u>\$2,104</u>
Other Current Liabilities	
2060 Health Premium WH	\$3,028
2070 Dental Premium WH	\$169
2100 Other Liabilities Total	
2120 Public Radio Fund	-\$309
2130 Social Action Collections (SAC)	\$11,473
2137 Future Year Pledges	\$17,828
2138 Future Year Pledge Matches	\$550
2139 Future Year Income	\$240
Total for 2100 Other Liabilities Total	<u>\$29,782</u>
2400 Reserve Projects	
2401 Buildings and Grounds Projects	
2401-2024-00 Summit House Porch Project	\$440

Total for 2401 Buildings and Grounds Projects	<u>\$440</u>
Total for 2400 Reserve Projects	<u>\$440</u>
Total for Other Current Liabilities	<u>\$33,419</u>
Total for Current Liabilities	<u>\$35,523</u>
Long-term Liabilities	
2230 Long Term Liabilities	
2231 Summit House Bonds	\$110,000
2232 No Interest Member Loan	\$24,000
Total for 2230 Long Term Liabilities	<u>\$134,000</u>
Total for Long-term Liabilities	<u>\$134,000</u>
Total for Liabilities	<u>\$169,523</u>
Equity	
3000 Net Assets (Equity)	\$2,731,344
Retained Earnings	\$297,646
Net Income	\$97,673
Total for Equity	<u>\$3,126,663</u>
Total for Liabilities and Equity	<u>\$3,296,187</u>

Accrual Basis Tuesday, April 07, 2026 03:38 PM GMT-04:00

Statement of Financial Position, March 31, 2026; different formatting:

Bank Accounts			
1010 General Fund	\$58,197	Total for Checking	\$153,391
1020 Donor Restricted Funds	\$38,009		
1030 Board Designated Funds	\$57,185		
1100 Money Market	\$100,595	Total for Money Market, Savings	\$126,578
1200 UVA CCU Savings (00)	\$25,983		
Total for Bank Accounts			\$279,969

1500 UU Common Endowment Fund	\$822,913
TOTAL	\$1,102,882

1020 Restricted Funds	
1020-01 Adult Faith Development AFD	\$6,967
1020-02 Children's Service Offering	\$764
1020-03 Cluster Conference RJ Funds	\$153
1020-04 Coming of Age	\$1,483
1020-05 Food Pantry	\$10,353
1020-06 Green Building Improvements	\$676
1020-07 IHS Meal Packets	\$7,199
1020-08 Labyrinth Project	\$713
1020-09 Minister's Discretionary Fund	\$9,387
1020-10 Music Programs	\$214
1020-11 Refugee Collection	\$0
1020-14 Special Collection	\$100
TOTAL Donor Restricted Funds	\$38,009

1030 Board Designated Funds	
1030-01 Building & Grounds Reserve Fund	\$17,708
1030-02 Capital Reserve Fund	\$983
1030-03 Operating Reserve	\$21,621
1030-05 Sabbatical Fund	\$2,953
1030-06 Remembrance Garden	\$13,920
TOTAL Board Designated Funds	\$57,185

Long-Term Liabilities (Debt)	
2231 Summit House Bonds (Details below)	110,000
2232 No Interest Member Loan	24,000
Total for 2230 Long Term Liabilities	134,000

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 Abrahamse Bonds Principal (Music)	\$15,642		
1620 Common Endowment Funds (CEF) Bonds Principal	\$16,067	total for CEF Bonds Principal	\$16,067

Committee on Ministry
Report to the Congregation
Section III of the Love into Action Long Range Plan
4/27/2026

This is the fourth of the Committee on Ministry's reports to the board and the congregation on UUC's progress on our Long-Range Plan, "Love into Action." It covers Goal III--Equity, Justice, and Peace for All People--the ways we aspire to promote equity, justice and peace for all people, with a special focus on

- **antiracism and justice for members of the BIPOC and LGBTQ+ communities**
- **reproductive rights**
- **justice movements**

Even though current national challenges have led us to focus on local and national protests and actions, there is notable progress on this goal:

- **We host a support group for people who are transitioning or have transitioned.**
- **Our robust food justice activity includes meal packets for family members of UVA patients, our food pantry, the "soup kitchen" teams that provide meals to The Haven, and our Sunday food sharing at our own altar.**
- **We have actively supported IMPACT and its priorities of affordable housing and public transportation.**
- **Adult Faith Development classes have helped us build skill in using our privilege and identifying and combatting bias. Teach-In "Speak Up!" helped participants better respond when they experience or witness disrespectful behavior, particularly relative to bias or prejudice. "Using Privilege for Good" and "Microaggressions: It's not Just Everyday Rudeness" stretched our understanding and built our skills.**
- **We established a Mosaic Squad which is active in coordinating anti-authoritarian actions; we support its action webpage and its weekly emails announcing training and protests, and we host Indivisible Charlottesville training on campus.**
- **Our initial alliance with a City of Promise family remains active and strong.**
- **Our members lead and teach Sin Barreras *English as a Second Language* preschool in our church, and provide transportation.**
- **Plans and fund-raising for our summer Appalachian Service Project are proceeding.**
- **Monthly Social Action collections have supported IMPACT, Birth Sisters, PHAR (Public Housing Association of Residents,) Blue Ridge Abortion Fund, and RISE Foundation.**
- **Post card writing to voters is ongoing.**

What's still ahead of us?

- **Holding an Adult Faith Development class on microaggression**
- **Capitalizing on our City of Promise partnership, perhaps with a second team**
- **Providing further advocacy training and invitations to congregants**
- **Establishing committees or teams to address**
 - **Racial Justice Outreach**
 - **Reproductive Rights and Justice**
 - **LGTQ+ Rights and Justice**
- **Increasing opportunities for congregational proximity to the communities we prioritize.**
- **Embracing additional opportunities for our congregation to build awareness of inequities in our society.**
- **Continuing to publicize and celebrate success.**

Yours in faith,

The Committee on Ministry

Barb Alag, Laura Horn, Pam McIntire