

Staff

Interim Minister	Rev. Dr. Janet Newman
Transitional Ministry Associate	Chaplain Alexandra McGee
Congregational Administrator	Carole Black
Director of Music	KaeRenae Mitchell
Director of Religious Education	Leia Durland-Jones
Religious Education Assistant	Robyn Fogler

Board of Trustees

Board of Trustees

Officers

President	Donna Baker	(2011)	Vice President	Jean Shepard	(2011)
President Elect	Ian Sole	(2012)	Treasurer	Doug Webbink	(2011)
Past President	Pam Philips	(2011)	Secretary	Jen Lucas	(2011)

At Large Members

1. Raven Long	(2011)	4. Paul Fritz	(2013)
2. Bill King	(2011)	5. Bob Kiefer	(2013)
3. Dan Grogan	(2012)		

Personnel

Chair: Dorothy Schafer

Members: Sandra Brooks, Michael Manto, Walter Megonigal, Janet Newman (Interim Minister, ex officio), Jill Payne, Ian Sole (Board Liaison), Beverly Thierwechter

1. Overview: To administer and coordinate activities related to human resources issues. To provide recommendations and advice to the Board and the Minister on policy, staffing needs and operational matters pertaining to staff members of TJMC-UU.
2. Accomplishments:
 - a. Revised the job description for the Personnel Committee
 - b. Reviewed, with the interim minister, performance evaluations for the Congregation Administer, the Director of Music and the Director of Religious Education.
 - c. Revised the job description for the Congregation Administrator.
 - d. Updated Letters of Agreement for the DOM and the DRE.
 - e. Worked with the Music Committee to revise the job description for the DOM to reflect the change in hours of employment during the 2010-2011 budget year.
 - f. Provided recommendations to the Finance Committee during the budget process.
 - g. Continued revisions to the TJMC-UU Personnel Policy Manual begun last year.
 - h. Addressed personnel-related concerns as needed throughout the year.
3. Goals for 2011-2012
 - a. Complete revisions of the TJMC-UU Personnel Policy Manual and work toward Board approval.
 - b. Update staff Job Descriptions and Letters of Agreement, as needed.
 - c. Work with the new Minister to facilitate his transition at TJMC with regard to staffing and its administration.

Administrative Council

Chair: Sean McCutcheon

Members: Art Show Committee, Aesthetics Committee, Remembrance Garden Committee, Elizabeth Breeden; U-House Committee and Bed & Breakfast Committee, Ellen Pratt; Buildings Committee, Jim Souder and Dick Somer; Grounds Committee, Sallie Kate Park; Finance Committee, Burnie Davis; Scrip Committee, Fundraising Committee, Trudy Rohm; Endowment Committee, Rosalie Simari; Information Technology, Jim Souder.

1. Overview: Ensure the continued operations of TJMCUU.
2. Accomplishments: Developed policies governing the use of the thermostat. Worked with numerous groups and organizations on the use of the building and/or grounds of the church. Determined policies on loaning church equipment.
3. Goals: Increase the membership of the committees that fall under the Admin Council. Ensure a smooth transition of the new minister into his role. Work with the Board on the continued growth of the church.

Aesthetics Committee

Chair: Elizabeth Breeden

Members: Appropriate members with expertise for the task at hand.

1. Overview: This committee was authorized in 2000 to make decisions in consultation with the church staff, Buildings Committee, and Grounds Committee on aesthetic questions related to art, paint colors, hangings, bulletin boards, plants and symbols in the church buildings.
2. Accomplishments: We were called to approve a change in the Edgewood Lane doors. Dick Somer, Elizabeth Breeden and Ruth Ellen Outlaw met and are in the process of choosing economic, green, aesthetically pleasing doors.
3. Goals: Respond when called.

Art Show

Chair: Elizabeth Breeden

Members: Bonnie Abbott

1. Overview: Hang an art show in the Sanctuary and occasionally the Social Hall each month. Artists from the church community are encouraged to display and community members may also show their work upon request.
2. Accomplishments: June: Flame Bilyue; August: Downing Miller; September: Chris Rowland; October: Tom Michie; November: Jill Payne's daughter; December: All Church "Season of Light"; March: Gayle Floyd's Quilt Collection; April: Jean Sampson; May: Community Call for "Art is Healing," May is Mental Health Month; and June: Ucky Light and Michelle Price.
5. Goals: Same thing, different artists.

Bed & Breakfast

Buildings

Committee Members: Dick Somer-Co-Chair, Jim Souder- Co-Chair, Kip Newland, Dan Fagan, and Charles Miles.

1. Overview: The building committee is responsible for the up-keep and maintenance of the Church and Summit house.
2. Accomplishments:
 - a. Repair and coordinate repair of Social hall and Office roofs after micro burst
 - b. Replace Summit house railing
 - c. Establish a preventive maintenance program for heating and air conditioning
 - d. Conduct other minor jobs as required (plumbing, lighting, electrical)
 - e. MMP ceiling repair
 - f. Install shades on gallery windows
 - g. Install new exit signs for Summit house and church as required by Fire Marshall
3. Goals for 2011-12
 - a. Continue to work on energy savings projects
 - b. Coordinate with Bristol fund for new door for the Edgewood entrance
 - c. Install new over head lights in basement (funds provided by the Bristol fund)

Canvass

Endowment

Chair: Rosalie Simari

Members: Lois Brown, Burnet Davis, Stephanie Lowenhaupt (Bristol Fund Trustee), Ned Michie (Bristol Fund Trustee), George Jones, Kevin Schuyler, Art Sherwood, Doug Webbink (ex-officio)

1. Overview: The committee manages the endowment funds, determines the asset allocation and selects the funds for investments. The committee also encourages outright gifts, memorial gifts and gifts in honor of people on special occasions to the fund.
 - a. As of March 31, 2011 the Endowment Fund is valued at \$ 363,204
 - b. Fund balances include:

Unrestricted Endowment	\$ 300,362
Abrahamse Fund (Music)	\$ 12,238
Bristol Fund (Buildings & Grounds)	\$ 40,580
Cheetham Fund (Religious Education)	\$ 10,023

- c. As per policy, the interest earned in the previous year in each of the restricted funds above is available to be spent during this fiscal year. For the 2010-2011 fiscal year those amounts are:
- | | |
|---------------------|------------|
| Music | \$ 650.66 |
| Buildings & Grounds | \$ 2296.70 |
| Religious Education | \$ 538.45 |
- d. The assets are invested, conservatively, with target allocations as follows:
- | | |
|------------------------|-----|
| US Equity | 50% |
| International Equity | 20% |
| Fixed Income | |
| (including TJMC Bonds) | 25% |
| Cash | 5% |
- e. Detailed accounting (including specific holdings and returns) is attached to the office copy of this report. Contributions totaled \$200.
- f. Including contributions, the endowment fund appreciated 19.6 % in this fiscal year to date.
2. Accomplishments:
- The funds have been monitored and reallocated to the targeted portfolio weights
 - Brief articles on wills have been placed in the Friday emails and the Sunday Bulletin.
3. Goals: We plan to continue monitor the funds and to educate and inform the congregation about the endowment funds and to encourage contributions. In addition, we hope to consolidate the historical records and prepare a packet for new committee members.

Finance

Chair: Jackie Olshefski, Chair (on medical leave); Burnie Davis, Acting Chair.

Membership: Pat Millman, Lois Brown, Carol Saliba, Stan Walker, Cathey Polly (Controller), Trudy Rohm, Doug Webbink, (Treasurer, ex officio); Rev. Dr. Janet Newman (ex officio)

- Overview: The Finance Committee oversees the finances of the church and develops a budget for the subsequent fiscal year, all in an advisory role to the Administrative Council and the Board. More specifically, the Committee reviews requests for fund-raisers at the Church, proposes policy changes that will facilitate the financial stability and efficacy of the Church, and works closely with the Treasurer to review income and expenses for particular programs and for the Church as a whole.
- Accomplishments: The Committee met monthly to review the Treasurer's monthly reports and recommend adjustments to the budget as the year progressed. We reviewed numerous proposals for other committees for fund-raisers (music, Green Sanctuary, etc.) and either approved these proposals or sent them back to the proposer for revisions. We developed a policy recommendation regarding credit card authorization for the volunteers who chair the Scrip and the Building/Grounds Committee to facilitate their purchase of materials for the Church – this proposal was approved by the Administrative Council and The Board (subject to periodic review by Finance and the Board). We also developed a policy to monitor use of the office copy machine by staff, committee, Council and Board members. We monitored the Church's outstanding bonds and recommended paying off as many of them as possible this year. This spring, we worked closely with the Treasurer and the Stewardship Committee to develop a budget for the 2011-2012 fiscal year, recommending expenditure categories and specific amounts to the Board for their final determination.
- Goals: In addition to continuing the routine responsibilities mentioned above, we look forward to working with the new settled Minister to improve the transparency and oversight of Church finances, keeping the Congregation informed about the income and expenditure challenges that will surely arise.

Controller

Controller: Catherine Polly

- Overview of Functions:
 - Acts as the church's bookkeeper; has the title of Assistant Treasurer.
 - Responsible for the accurate recording of the church's income and prompt payment of the church's bills.
 - Prepares monthly, quarterly and annual payroll reports for the IRS and Virginia Department of Taxation.
 - Works with the Treasurer to produce reports of the church's financial status for the Finance Committee, Board of Trustees and Congregation.
 - Ex-officio voting member of the Finance Committee.
 - Attends monthly Finance meetings.

2. Accomplishments 2010-2011

- a. Acted as the church's bookkeeper; has the title of Assistant Treasurer.
- b. Was responsible for the accurate recording of the church's income and prompt payment of the church's bills.
- c. Prepared monthly, quarterly and annual payroll reports for the IRS and Virginia Department of Taxation.
- d. Worked with the Treasurer to produce reports of the church's financial status for the Finance Committee, Board of Trustees and Congregation.
- e. Attended almost all of the monthly Finance meetings.

3. Goals for 2011-2011

- a. Act as the church's bookkeeper; has the title of Assistant Treasurer.
- b. Be responsible for the accurate recording of the church's income and prompt payment of the church's bills.
- c. Prepare monthly, quarterly and annual payroll reports for the IRS and Virginia Department of Taxation.
- d. Work with the Treasurer to produce reports of the church's financial status for the Finance Committee, Board of Trustees and Congregation.
- e. Attend monthly Finance meetings.

Fundraising

Chair: Trudy Rohm

Members: Jean Newland, Elizabeth Breeden, Betty Warner, Cathey Polly, and Sharon Wormser, with help from many others!

1. Overview: Fundraising income supplements our pledge drive and remains an important part of our budget. Annual events are the Auctions and the Yard Sale. Ongoing fundraisers are the Scrip GiftCard program and the UUsed BookStore.
2. Accomplishments:
 - a. The 2010 Yard Sale and Summer Book Sale generated about \$9200 this year.
 - b. The Fall 2010 Mini-Auction/ChiliFest combo was a casual family event, raising over \$7500.
 - c. The UUsed BookStore brings in a small amount each Sunday.
 - d. The 2011 Spring Auction raised over \$12,500.
 - e. Scrip sales, while up slightly from last year, are nowhere near potential. The expanded ShopWithScrip program response has been anemic, and it may be discontinued in 2012.
3. Goals:
 - a. Keep the 'fun' in fundraising!
 - b. Broaden the leadership for our fundraising events.
 - c. Increase participation in the Scrip GiftCard program, especially among RE families.

Grounds

Chair: Sallie Kate Park

Members: There is no organized committee, per se. However, Jim Souder and Charles Miles are dependable regular helpers.

1. Overview: The grounds are extensive so I set up the Adopt-a-Plot, which is a group of volunteers who have "adopted" a numbered small area of the grounds (fifteen set up). They work at will, when convenient to them. There also is a vegetable garden which was requested by some church members. Various people participate, according to their interests. There are four raised beds and a plowed area in the back of Summit House. There are three apple trees and a peach tree at U House; fig trees and blueberry bushes will be added.
2. Accomplishments: This spring two covenant groups gave invaluable help in cleaning up both around the church and the large parking area. This is a never ending job thanks to Mother Nature. There is usually a spring and a fall Clean up. Holly Dilatush helped set this up. This May some sixth grade children worked in the garden too.
3. Goals: To keep the Grounds looking good; get people interested in the garden who do not have space where they live; and to be available for children to learn about what is involved in planting, maintaining and harvesting our food. I want to buy a used snow blower as it will make clearing the sidewalks so much easier and faster in the winter. Also, I think the small parking lot at Summit House could be cleared also, which would save lots of money.

Information Technology (IT)

Chair/Members: Chair and only member at present: Jim Souder

1. Overview: The purpose of the committee is to maintain and enhance the church's network and computing resources, to serve the needs of the users, in a cost-effective fashion.

2. Accomplishments: Several hardware reconfigurations in the office were done last year, under both Ron Wormser's chairmanship and my subsequent chairmanship. These have resulted in a stable configuration, although problems (mostly software) do of course still occur. The firewall protection is now much-improved. We now also have a good working relationship with Christian Argie at Top-Notch Computing, who keeps his rates low and is very responsive when we have problems. We have essentially out-sourced most maintenance tasks to him, since the model of always having capable church volunteers available to solve problems just was not sustainable.
3. Goals: The chief goal is to extend wireless access (private first, and then perhaps public) to Summit House and the second floor of the church proper. I am in discussions with Christian, Jeff Dixon of Audio-Visual Services, and Carole Black, Congregational Administrator, about how best to do this, and should be able to make a decision soon.

Remembrance Garden

Chair: M.O. Paul

Members: Elizabeth Breeden, Records; Susan Bremer, Treasurer and Secretary; Liz Evans, Clerk; Perella Busse, Landscaping; Doug Horwitz, Landscaping; Tom Crowell, Landscaping; Mary Beth Adcock, Landscaping; Dorothy Shafer, Landscaping; Carolyn Silver, History.

1. Overview: The Remembrance Garden Committee continues to provide excellent management and care of the Garden.
2. Accomplishments: As of Friday, April 1, 2011, 65 people have been memorialized in the Garden and memorial contracts have been established for 101 people. Under the direction of Perella Busse and the cooperation of the Landscaping Committee, the Garden has flourished and will bloom in all its glory this spring. During the past fall, a number of bulbs and pansies were planted to enhance the beauty of the Garden. The Remembrance Garden Landscaping Group will add additional plantings during May to make the Garden alive with color. The beauty of the fountain has been enhanced by adding water plants. The goldfish in the pond continue to increase in number.
3. Goals: The Remembrance Garden Committee would like to attract additional members to maintain the Garden. If you would like to help in the Garden, please consider joining our Group. The Committee wishes to thank all those people who have contributed time, labor, and money to keep the Garden as a living memorial to those who are no longer with us. I wish to thank the Committee Members for their total support and dedication to the Garden.

UHouse Management

Community Life Council CLC)

Betty Warner, Chair

Council Members: Sally Taylor, Covenant Group Facilitators, Membership and History; Chip Bumgardner, Web Committee; Lynn Heath, Communications Committee; Wendy Repass and Gayle Floyd, Social Activities Committee; Cathy Lawder, CareNet; Chris Searles, TnT; Perella Busse, Active Minds; Bob Kiefer, UUGuys; Shirley Paul and Nancy Lewis, Pastoral Visitors; Natalie Somer and Diana Edwards, UUpitty Women; Raven Long, FFUUN; Bev Thierwechter, Denominational Affairs; Elizabeth Breeden, Hospitality.

1. Overview: The Community Life Council is charged with managing and coordinating those activities within the church that enrich congregational life and foster the church community. The Council establishes procedures and recommends policies for membership development, social activities, and internal and external communications related to TJMCUU including print materials, web-based materials and media/publicity.
2. Accomplishments 2010-2011
 - a. Approved amended policies and procedures subsequent to the bylaws and Policy Manual revisions of the Congregation and Board, respectively, in order to bring those policies and procedures up to date, accurate, and to increase their transparency.
 - b. Used the Council forum to help brainstorm CareNet, Social Activities, Denominational Affairs and Pastoral Visitors concerns about mission, role and impact on the Congregation with the intent of strengthening these activities.
 - c. Met with the Congregation and Rev. Erik Wikstrom to define our strengths and weaknesses.
 - d. Explored the manner in which the Council could best achieve the Congregational Covenant of Healthy Relationships.
3. Goals for 2010-2011:
 - a. Continue to provide a forum and support for the groups and committees under CLC purview.

- b. Continue to modify relevant policies and procedures to ensure ongoing consistency of operations, and transparency.
- c. Maintain for 2011-2012, to the best of our ability, opportunities to “embrace one another spiritually and emotionally” in our beloved community.

Active Minds

Chair: Mo Paul

Members: Marcia Aleksiewicz, Jack Bartley, Jan Bernhard, Konrad & Perella Busse, Patricia Charney, Thomas Crowell, Elizabeth Evans, Carl Howe, Joan Hunt, Virginia James, Nancy Lewis, Jacqueline Olshefski, Sallie Kate Park, Carolyn Silver, Patsy Swindler, and Sally Whaley.

1. Overview: Our gathering functions are similar to a covenant group. We have a topic for discussion each week, often led by the minister. Our interests are usually reflected in the simple fact that we are all aging or aged.
2. Accomplishments: Our group does not focus on accomplishment but rather acts as a sympathetic support group.
3. Goals: Most of our goals lie behind us. However, financial and moral support for the church remains a constant among all eighteen of us.

CareNet

Coordinator: Cathy Lawder

Members: Debbie Eggleston, Shelly Canterbury, Patsy Swindler

1. Overview: CareNet is a network of all members and supporters of TJMC designed to help members and supporters of our community during times of special need. When a need is identified the CareNet Facilitators are contacted via email or through the minister. We speak with the person needing assistance to determine their needs. CareNet efforts are coordinated with Pastoral Visitors and the minister.
2. Accomplishments: Reviewed the roles, function and communication structure of CareNet, including its name. We decided to keep the name, enroll volunteers according to need, and move away from the neighborhood model. Requests are generally answered within the same day, often within hours. Requests are being made via the email CareNet@uucharlottesville.org and through the minister. CareNet successfully began using www.takethenameal.com to coordinate meal delivery. CareNet has been working closely with the Transitional Ministry Associate and with Pastoral Visitors to provide for coordinated support. Members who have received help from CareNet have been extremely positive and pleased at the community support which has been quickly mobilized.
3. Goals: We will review progress made and utilization of CareNet services. We will identify new CareNet Coordinators. We will brainstorm ways to make it easier for people to ask for help. We will continue to look at ways of improving communication between people needing assistance, particularly elderly members and others without internet access or proficiency.

Coffee Servers

Chair: Elizabeth Breeden

Members: Patti and Jeff Wallace, Gloria Morgan, Ann Hope, Dorothy Shaffer, Ron and Sharon Wormser, Cynthia Pulaski, Gayle Floyd, Larry and Nancy Briggs

1. Overview: Set Up, Serve, and Clean up coffee each Sunday
2. Accomplishments: Ordered Fair Trade Coffee from the Lutheran website so that the Green Sanctuary could be proud.
3. Goals: Enough Coffee for all who want it every Sunday morning.

Communications Committee

Chair: Lynn Heath

Members: Chip Bumgardner (Web), Holly Dilatush (Bulletin), Ellen Pratt (Public Radio), Patti Wallace. Ex officio, Carole Black (Congregational Administrator), Ian Sole (Board President Elect)

1. Overview: Communications Committee is new this year, formed when the Communications Council was folded into the Community Life Council. All of the functions of the Communications Council except the TJMC website were taken over by the Communications Committee. The Committee is charged with the oversight of all church communications, including the monthly Bulletin, Friday email/Order of Service Bulletin Board, the use of church bulletin boards, and public service announcements on WVTM public radio. We recommend policy and procedures regarding these publications, assess effectiveness of present communications and develop new channels of communication, and serve as gatekeeper for those wishing to use the church email list for urgent communications.

2. Accomplishments: Our major project for this year has been reviewing existing policy and procedures that pertain to communications, a project which will continue into next year. We continued participation in the UU fundraising for public radio and wrote a new announcement for public radio spots. We solicited names for the monthly Bulletin and changed the name of the Bulletin Board to “This Sunday” to avoid confusion between the two publications. We set a time table for discontinuing mailing of the monthly Bulletin.
3. Goals: Continue to emphasize electronic communications over paper communications. Implement online publication of the Bulletin as default method of distribution. Continue to clarify policies for inclusion of articles into Bulletin and Friday Email. Encourage use of electronic forms of communication, including the website and Facebook discussion group. Work with the new minister on communication initiatives. As the church grows, our formal communications will be ever more important to keeping us all connected to each other.

Web

Chair: Chip Bumgardner

Members: Lynn Heath, Jennifer McCutcheon

1. Overview:
 - a. Maintains the church website in a format that is attractive and easy to navigate.
 - b. Renews annual web hosting service and domain registration.
 - c. Work with Communications Committee, Community Life Council, church staff, Board and other committees and councils to post new and updated content.
 - d. Maintain alias email list.
 - e. Also build forms that enable various church activities.
2. Accomplishments: The group kept sermon text and audio up-to-date, created a church calendar, created a Members Area, enabled Council Chairs to maintain Minutes online, provided online auction catalog rather than physical mailing catalogs
3. Goals: Continue to provide additional forms online to reduce paper, enhance the members area, update committee/groups information, maintain sermon text and audio in timely fashion, replace CommonSpaces with Functionality on main site

Covenant Groups

Chair: Sally Taylor

Coordinating Committee Members: Patsy Swindler, Jim Souder, Christine Gresser, Jen Caswell

Covenant Group Facilitators: Sally Taylor, Jill Mulligan, Sandy Brooks, Burnie Davis, Amy Nash, Christine Gresser, Jim Souder, Jen Lucas, Nancy Briggs, Kate Berman, Richard Berdel, Cathy Lawder, Arthur Sherwood, Karen Sherwood, Jen Caswell, Marlene Jones, Heather Garrett, Shannon Redmond

Overview: The Covenant Group Coordinating Committee was established to promote small group ministry within our congregation and work with the minister(s) to recruit and train new Covenant Group facilitators and to publicize and coordinate the registration process to connect people with covenant groups.

Accomplishments: This year nine Covenant Groups were meeting regularly. These included a couples group; three Spiritual Mamas groups; a daytime group; a Big Questions themed group; a Creativity, Poetry and Spirituality group; a GBLT group; and a Women’s Spirituality group. The remaining three groups were non-themed covenant groups with an interesting mix of Unitarian Universalist adults. A total of eighty-nine people participated in Covenant Groups this year.

Goals: Our hopes include increasing the number of trained facilitators within the congregation, supporting our continuing groups and forming new Covenant Groups. We would like to create new opportunities for those interested in forming deeper, more intimate relationships and to target newcomers and new members in our outreach.

Denominational Concerns

Chair: Bev Thierwechter

Members: No other members at present.

1. Overview: Since this Committee has been inactive in recent years, the Chair has acted as the primary Denominational Concerns liaison for TJMC-UU this year. The main functions of the liaison (and eventually, the Committee) are to inform the Congregation of UUA and District activities; encourage attendance in denominational events; and foster participation in educational and networking opportunities offered to Unitarian Universalists.

2. Accomplishments: Through personal contacts and monthly Bulletin and Friday Email articles, the Chair has increased awareness and encouraged attendance at General Assembly, the District's meetings, SUUSI, and other denominational events.
3. Goals: The primary goals are to: continue to broaden awareness and interest in denominational events and educational opportunities, encourage more active participation in events and workshops, inspire a deeper connection between TJMC-UU and the wider UU community, and provide a conduit through which more UUA and District information flows to our church and input from our congregation flows to UUA and the District. Formulation of a standing Committee will help to provide greater dissemination of denominational concerns information to TJMC-UU members.

FFUUN (Forties and Fifties)

History

Chair: Sally Taylor

Members: Gayle Floyd, Johanna Woodchild

1. Overview: The History Committee collects and preserves those documents and materials that relate to the history of the church. It also maintains and displays the photo collection of church activities and is responsible for organizing the History Room.
2. Accomplishments: The committee has not been very active this year. Gayle Floyd has created a scrapbook for easy display of major church events.
3. Goals: We plan to display some of our photograph and document collection as an art show next fall and may offer a TJMC-UU History course if enough congregants are interested.

Membership/Membership Tracking/Greeters

Chair: Sally Taylor

Members: Jean Newland, Assistant Chair, Newcomer Seminar, New Member Recognition; Sally Taylor, Membership Tracker; Jenny Gaden, Greeters; Gayle Floyd and Patsy Swindler, bUUDies program; Lorie Craddock, secretary; Betty Warner, Dick Somer, Achsah Carrier, Sue Drumm, Ruth Douglas, Natalie Somer, Kasha Viets-Wood, Marlene Jones.

1. Overview: The Membership Committee welcomes visitors, distributes our church and UUA information, works with the minister to conduct two or three annual newcomer orientations, supports the inclusion of visitors and new members in the ongoing life of the church, supports our Greeters Committee and our Membership Tracker, guides new members through the process of signing the Membership Book, participates in the Community Life Council, and twice a year works with our minister and church staff to incorporate new member recognition ceremonies into the worship service.
2. Accomplishments:
 - a. Updated, organized and presented three newcomer orientations with approximately forty-three attending. The preparation for these three events included: creating a potential attendee list from our weekly visitor sign-in sheets, visitor cards, and our Congregational Administrator's contacts, inviting participation via email and/or phone calls to those on this list, advertising the sessions on the Community Life bulletin board, the monthly church bulletin, Friday emails and in the Order of Service, organizing childcare, emailing/phoning reminders the week before each session to those who signed up for the orientations, obtaining brochures and other information from the various church committees and small group activities and from the UUA for the orientation folders, putting together the agenda and contacting those who would be leaders and supporters for these sessions, providing food and drinks and making certain on the event day that these sessions ran smoothly.
 - b. Welcomed eighteen new members into the congregation in a New Member Recognition ceremony during services on Sunday, March 20, 2011, presenting each new member with flowers, UU Pocket Guides, welcome cards, and AFD gift coupons. The ceremony was photographed and individual photos were taken for the photo directory.
 - c. Continued to contact many of our visitors via email, phone and personal contact.
 - d. Focused on stewardship, and opportunities for church involvement and fellowship. We have maintained an updated list of our new members on the Community Life bulletin board.
 - d. Opened the UUsed Bookstore which has generated some revenue and served as a focus of interest during the Social Hour for newcomers and long time members alike.
 - e. Distributed our first in-house photo directory.

- f. Organized an online survey and cottage meetings to discuss the possibility of amending our bylaws to require financial and/or participatory support of members and to explore the meaning of membership in our church. We presented the results to both the Board and the congregation.
 - g. Created a bUUDy program to pair new members with long time members who act as resources and mentors for the new members.
 - h. Welcomed all to church on Sunday mornings at both services through our Greeter Teams, coordinated by Jenny Gaden. This year volunteers served as greeters on a rotating basis on Sunday mornings. The annual Greeters' luncheon and training session was held for our volunteers on the last Sunday of September.
 - i. Produced and approved a bookmark and a new member welcome card given to members when they sign the membership book and we arranged for a certificate for new members entitling them to a \$25 discount on any AFD offering in the first year of membership at TJMC.
 - j. Began the development of a TJMC brochure which this fall will be given out to newcomers in place of the visitor's folders now distributed.
 - k. Developed written procedures for membership tracking based on the database categories for active and inactive members, supporters, and visitors, and proposed changes in the Policy Manual to reflect our present practice.
 - j. Began the development of similar written procedures for all of the programs and procedures (new member recognition, newcomer seminars, greeters training, bUUDies) undertaken by the Membership Committee.
 - k. Rewrote the letters inquiring about membership status which have been sent to those members and youth members who have been identified as nonparticipating.
 - l. Organized fourteen Circle Potlucks on the weekend of March 4-6, 2011 with ninety-five participating.
3. Goals for 2011/2012:
- a. Direct our attention to those who have been members more than five years. We are looking forward to beginning our outreach to less active long time members and plan to examine more closely the reasons for member resignations. The goal is to understand how we can strengthen the connections within the congregation and identify any sources of dissatisfaction.
 - b. Recruit new committee members and plan for the future leadership of the Membership Committee.
 - c. We will recruit new volunteers for our Greeter Teams.
 - d. We will continue to work with the IT Committee in creating new ways to track and contact our visitors, supporters and members through Power Church.
 - e. Increase our visibility in the church by increasing our communication with the congregation.
 - f. Work with our new minister and take a fresh look at our newcomer orientation and our new member recognition ceremony.

Pastoral Visitors

Co-Chairs: Nancy Lewis and Shirley Paul with Transitional Ministry Associate Chaplain Alex McGee.

Pastoral Visitors: Elizabeth Breeden, Liz Evans, Rosalie Simari, Roz Westerman, Anne Clark, Mary Coleman, Patsy Swindler, Ben Rose, Shirley Gordon.

1. Overview: The Pastoral Visitors program has been designed to complement the roles of the Minister(s) and the CareNet program in providing a comprehensive ministry of pastoral care. It is a lay ministry of support and hope, offered by trained volunteers who offer a sustained caring presence for those in the Thomas Jefferson Memorial Church community (and their primary caregivers) who are experiencing crisis or stressful transitions. The Visitors meet once a month to provide updates about their congregants, and all discussions are confidential and congregants' identities are kept anonymous. Assignments are made as the need arises. Each assignment is carefully matched to the appropriate Pastoral Visitor. The Minister(s) meet monthly with the Co-Chairs to discuss congregants and Pastoral Visitors' situations.
2. Goals: In this time of transition, we are looking forward to continuing our work with new ministerial oversight. We met briefly with Rev. Wikstrom and gave him a packet of our documents and information. We are hoping that he will send us congregants that he knows of who could use a listening ear. We are planning to give an all-community seminar on end of life issues with UUpity Women, and will work with Rev. Wikstrom and CareNet to develop a program to bring the church to those who can no longer get to church.
3. Accomplishments: Training and bringing on board Ben Rose as a new Pastoral Visitor. One in-service training and an annual training/meeting. We have served approximately ten TJMC congregants this year.

Social Activities

Twenties and Thirties (TnT)

UUGuys

Co-Chairs: Gil Griffis, Bob Kiefer, Don Landis, Dick Somer, Bob Gross

Members: including perhaps twenty-five

1. Overview: Each month we create a forum for men to share significant aspects of their lives with each other, to examine and gain insight into their own lives, and to have opportunities for personal growth.
2. Accomplishments: In addition to monthly gatherings we held a Spring Men's Retreat, organized a Chili Cook-Off in coordination with another event, assisted with the Spring Auction, and periodically organized the road cleanup on Hillsdale Drive
3. Goals: Continue monthly meetings on alternating last Thursdays and Wednesdays and identify other service projects of value to the TJMC community.

UUpity Women

Chairs: Diana Edwards & Natalie Somer, Co-chairs

Members: UUpity Women has no "members" per se. One hundred-twelve women, including staff members, receive the "UUpities" email communications. The following women have attended gatherings with some regularity during the current church year: Holly Dilatush, Ruth Douglas, Gayle Floyd, Colleen Green, May Guenin, Lynn Heath, Marlene Jones, Cathy Lawder, Stephanie Lowenhaupt, Carlotta McIntyre, Jill Payne, Cynthia Pulaski, Carol Saliba, Rosalie Simari, Patsy Swindler, Kasha Viets-Wood, Patti Wallace, Betty Warner and Bobbie Williams. Elizabeth Breeden coordinates with families for receptions following memorial services, but generally is not present at meetings. Some others on the email list contribute to hosting and food preparation for the memorial receptions, the Elders' Dinner, and services auction but do not attend meetings.

1. Overview: UUpity Women is a loosely-structured social group with gatherings on first and third Tuesdays at 7 PM, except for a single meeting each in July and August. The group is open to women of any age, but those who attend are most often in the forties to sixties age range. UUpities provides an easy and comfortable entrée for newcomers into church life, often forming strong bonds of friendship in the process. Meetings provide a variety of opportunities over the course of the year including the purely social, educational, service-related and spiritual. The UUpities entertain our seniors aged seventy and above at a dinner in their honor in May. A work party in early December is devoted to creating wreaths and decorating the doors and Sanctuary for the holidays. We also support bereaved families in our church community by hosting receptions following memorial services. Through our email distribution list, we have organized help with refreshments for the spring services auction, a major church fundraiser.
2. Accomplishments:
 - a. Continuing to build and strengthen connections among women of our church community.
 - b. Providing a wide variety of programming: from a virtual tour of Washington, DC to discussions of supernatural experiences and family secrets to sharing favorite poetry. A well-attended session on end-of-life planning spawned interest in a more in-depth workshop for the entire church community at a later date.
 - c. Our upcoming June meetings feature ancient Middle Eastern dance as a spiritual practice and a mini-workshop on memoir writing.
3. Goals: Carol Saliba and Marlene Jones will become Co-Chairs on July 1. Planning for the new church year will take place after their tenure begins.

Lifespan Faith Development Council

Chair: Patricia Millman

Members: Holly Dilatush (Adult Faith Development), Lorie Craddock (Children's Religious Education), Pam McIntire (Youth Programs), Leia Durland-Jones (Director of Religious Education). The VUUS Committee is currently inactive. Bill King is the liaison to the Lifespan Faith Development Council from the Board.

1. Overview: The Lifespan Faith Development Council is composed of a Chair and representatives from the following committees serving at their committee's pleasure: Adult Faith Development, Children's Religious Education, Youth Programs, and Virginia UU Students (VUUS). The Council meets three to four times a year to share committee initiatives, support each other and each other's efforts, identify matters of shared concern and responsibility, improve lines of communication, and collaborate as appropriate.
2. Accomplishments: The LFDC met on November 7, 2010. We attempted to meet several other times during the winter months but were unable to overcome the scheduling difficulties of council members. We will meet once more on Wednesday, June 15, 2011. In addition to hearing reports about the important work being carried out in each of the committees, the main topic of conversation was an initiative put before the Council by the Children's

RE Committee to invite all the councils to take turns providing hearty and healthy coffee hour receptions throughout the year. Board VP Jean Shepard took this idea to the Council Chairs meeting for the Lifespan Faith Development Council.

3. Goals:

- a. To meet at least three times in the coming church year (as our Council covenant states)
- b. To continue our collaboration around shared issues of concern
- c. To collaborate with each other in our respective committee work and with our new minister, the Rev. Erik Wikstrom.

Adult Faith Development

Chair: Holly Dilatush

Committee members: Pam Philips, Holly Dilatush, Ann Rebera, George Jones and Leia Durland-Jones.

1. Overview: The Adult Faith Development Committee strives to provide opportunities for individuals enrich and strengthen their religious and spiritual lives. Through a series of courses facilitated primarily (but not exclusively) by members of the church sharing their expertise, we hope to complement our worship services and potentially enlarge the outlook of all members of the church. Spiritual development, increased knowledge of the history of Unitarian Universalism and its goals, friendship and fellowship among members and a greater social awareness are among our goals. To that end, we seek to offer courses that pay attention to the physical, the historical, the spiritual and the creative.

2. Accomplishments: The Adult Faith Development program enjoyed a successful year.

- a. Fall Semester: Eight classes were offered including: UUs and Social Justice: A People So Bold (Pam Philips), Building Your Own Theology (Rev. Janet Newman), How to Meditate (Anne Clark), Building Community Resilience in Response to Peak Oil, Climate Change and a No-Growth Economy (Nancy Hurrelbrinck and others), Women's Spirituality Group (Alex McGee), UU World Discussion Group (Holly Dilatush), A Transylvanian Travelogue (George Jones & Jean Sorrells-Jones), Harvest the Power (Leadership Development Committee)
- b. Winter/Spring Semester: Fifteen classes were offered including: The Common Read (Holly Dilatush & Pam Philips), Articulating Your UU Faith (Rev. Janet Newman), Harvest the Power (Leadership Development Committee), Yes, you can! Poetry Writing Workshop (Holly Dilatush), Intro to Reiki, Intro to Chen Style Tai Chi (Joe Fogler), Couples Spirituality (Anne Clark & Bob Kiefer), Building Altar Displays (Holly Dilatush), Evensong for Families (Leia Durland-Jones), Being Washed in the Water of Liberal Religion (Pam Philips & Josie Pipkin), Who's Hanging Out in Your Family Tree (Dick & Natalie Somer), Spiritual Practices (Alex McGee), Communication Show and Share (Holly Dilatush), Psychology (Tony Perrino), Exploring Empathy (Terri Zweig), New Harmonies on the Labyrinth (Leia Durland-Jones & Stephanie Blackton)

3. Goals:

- a. To continue offering a variety of interesting and insightful adult faith development opportunities for members and friends of the congregation
- b. To continue to grow and strengthen the membership of the Adult Faith Development Committee

Children's RE Committee

Chair: Lorie Craddock

Members: Gail Esterman, Jen Edelson, Kasha Viets-Wood, Karen Fairchild, Cathy Sanders, Callie Smith, Cary Shaffer, Tammy Hertel and Leia Durland-Jones, Director of Religious Education

1. Overview: The Children's Religious Education Committee, in partnership with the Director of Religious Education, is charged with creating and sustaining the religious education program for nursery through fifth grade children in our church. We meet monthly, usually the fourth Wednesday. Our primary focus is determining the religious education curricula for our children including opportunities for social action, special events, music, teacher support, nursery care, and worship. We recruit and train volunteers within our church community to staff our children's RE classes.

Our 2 & 3 year-olds develop comfort with being at church through the UUA curriculum *Celebrating Me & My World*. Our four year-olds, five year-olds and Kindergarten program, *Spirit Play*, is based on an adaptation of Montessori methods of teaching but with a UU focus. This is the seventh year of our UU STARS program for first through fifth grade classes. Using what is known in religious education circles as the "Workshop Rotation" method for religious education, our theme for this year has been our seven UU principles and the Rainbow

Chalice. Lesson plans for the Stars Studios were created by Leia Durland-Jones, DRE, and Margaret Gorman with help from Robyn Fogler, RE Assistant.

2. Accomplishments:

a. Social Action initiatives this year included:

1. Providing food packets for non-local people who have family members receiving care at UVA Medical Center and do not have funds to cover their own food and lodging in partnership with the Interfaith Humanitarian Sanctum.
2. Holding a drive to collect needed items for US troops serving in Afghanistan. The church donated over fifty-three pounds of goods including things made by our children such as homemade snack mix, hacky sacks, and book marks.
3. Writing letters of encouragement and hope to children in Japan following the earthquake and Tsunami.
4. In addition, RE provided support for Children's Worship Collection. The money will be donated to three different causes as selected at the end of the year by the children.

5. RE events:

- a. August: Sponsored All Church Pool Party at Blue Ridge Swim Club
- b. September: Balloon Sunday intergenerational service
- c. October: All Church pasta dinner and Bingo party, All Souls Observance
- d. November: Giving Tree holiday gift drive
- e. December: Winter Holiday Party including caroling at Martha Jefferson House; supported Giving Tree Intergenerational Service,
- g. Christmas Eve Interactive Nativity service
- g. February: PJs and Pancakes & Bingo Dinner, Chinese New Year observance
- h. March: Partner with Green Sanctuary Committee in their application for Green Sanctuary status
- i. May: Beltane/May Day observance; provided gifts for Elders at Elders Dinner

3. Goals:

- a. Continue to update and expand RE information on the TJMC website
- b. Strengthen committee membership and leadership
- c. Provide stimulating, educational, thought provoking, and fun religious education for our children.

Youth Programs Committee

Chair: Pam McIntire is completing her term as committee chair.

Members: Margaret Gorman, Julie Mendelsohn, Katharine Maus, Pam McIntire, Beverly Ryan and Leia Durland-Jones.

1. Overview: The Youth Programs Committee works in partnership with the Director of Religious Education to develop and nurture religious education programming for the congregation's sixth through twelfth grade youth. The committee supports the dedicated volunteers who lead our youth programs by helping insure that the leaders have the resources they need to be successful. We meet monthly (usually the first Wednesday of the month) from 7-9 PM.

2. Accomplishments:

- a. Our sixth and seventh grade class participated in Neighboring Faiths, a UUA curriculum that helps youth gain a deeper understanding of the world's different faith traditions. Participants visited many faith communities in our area including Yogaville, Congregation Beth Israel, Ebenezer Baptist Church, Westminster Presbyterian Church, St. Thomas Aquinas Church, and the Monacan powwow. In addition to learning about all these faiths, students were introduced to this history of UUism, the Day of the Dead, Taoism, paganism/earth-centered traditions, Buddhism, ancient Greek religions, Sikhism and Hinduism and Humanism. We were fortunate to have many guests from both within and outside of our congregation who spoke about these various faith communities and traditions. The youth also enjoyed several social events such as movie night and a New Year's potluck. They spent a Sunday morning volunteering at The Cedar's Nursing Home. Much appreciation goes to the teaching team: Carol & Bill Gardner, Valerie Goodman, David Mick, Adam Slate, Gene Milburn and Julia Jondahl.
- b. Our seventh and eighth grade class embarked on an adventure this year using the new UUA Tapestry of Faith curriculum Riddle and Mystery. The curriculum was enhanced and modified by TJMC member Ruth Ellen Outlaw. Building on what many of the youth experienced the previous year in their Neighboring Faiths class, Riddle and Mystery participants engaged in a deeper exploration of spiritual paths and practices. Over time, topics such as faith, truth, death and the soul were examined. The youth learned about different worship spaces and designs as well as the many different ways people create and care for sacred space. A variety of spiritual

practices were explored including life work, food choices and ethical eating practices and body movement (such as yoga and Nia). Many thanks to the teaching team for launching this new program: Ruth Ellen Outlaw, Eric Galloway, Regina Voss, Adam Slate, Cindy Mick and Julia Jondahl.

- c. Three cheers for this year's amazing Coming of Age/Challenge Class. The group met weekly with their advisors (Pam McIntire, Raven Long, Carrie Berger and Greg Townsend) to explore who we are and what we believe as Unitarian Universalists. With the help of their mentors, each of the eleven youth participating in the program worked through their notebook requirements. The class will be leading worship for the entire congregation on Sunday, June 5, and undertaking their class pilgrimage Friday, June 17. Everyone involved (the youth, their mentors and their advisors) undoubtedly gained a deeper understanding of their own beliefs as well as Unitarian Universalism. Thank you to those serving as mentors: Jean Newland, Sally Whaley, George Jones, Gil Griffis, Holly Hintz, Laura Horn, Dawn Dirks, Walt Megonigal, Raven Long, Ruth Douglas, and Cindy Benton-Groner for serving as mentors.
 - d. Our senior high youth group, Young Religious Unitarian Universalists (YRUU), met regularly with their advisors John Semmelhack, Margaret Gorman and Michael Gorman. Laura Horn and Don Landis offered a series of senior high Our Whole Lives sessions in both the fall and the winter. Activities through out the year included a field trip to Carter's Mountain for apple picking, outdoor games (foxtail, hacky sack, Frisbee), a field trip to Virginia Beach, beadwork with a guest artist, pancake breakfast at IHOP, decorating onesies and a special baby blanket to welcome John Semmelhack's new baby. In addition, there were many interesting and insightful conversations, the sharing of joys and concern and several homemade pancake YRUU breakfasts eaten in Summit House. Social action initiatives for the year were: making dessert for the soup kitchen, making a site visit to UVA Hospital for our social action partnership with the Interfaith Humanitarian Sanctum (IHS), grocery shopping twice for materials for IHS food packet meal project, making meal packets for IHS and making hacky sacks to be sent to US troops members currently serving in Afghanistan. YRUU members also contributed \$100 of their own money (each person bringing in a contribution) to the UUSC's Japan relief fund.
3. Goals:
- a. Continue to provide strong and meaningful youth programming for all sixth through twelfth graders in our congregation by offering Neighboring Faiths for sixth and seventh grades; Riddle & Mystery for seventh and eighth grades; Our Whole Lives for eighth and ninth grades; and YRUU for tenth through twelfth grades.
 - b. Grow the Youth Programs Committee with new members and new leadership
 - c. Continue to foster connections between the larger congregation and our youth

Social Action Council

Chair: Greta Dersheimer

Members: Adopt-A-Highway – Dick Somer and UU Guys, Chalice Lighters – Edith Good, Emotional Wellness – Elizabeth Breeden, Environmental Action – Sharon Baiocco, Food Pantry – Elizabeth Breeden and Edith Good, Gay/Straight Alliance – Beverly Ryan, IMPACT – Bob Gross, PACEM – Elizabeth Breeden, Partner Church – Jean Sorrells-Jones, Peace Action/UU-UNO (PAUN) – Al Reynolds and Mary Rose Curtis, Refugee Partnerships – Cherry Stewart, Soup Kitchen – Cynthia Pulaski, Undoing Racism – Patti Wallace (Inactive), Unitarian Universalist Service Committee (UUSC) – Kip Newland, Board Liaison – Dan Grogan.

1. Overview: The Social Action Council is composed of chairpersons and representatives of the various social action groups active within our church community. We meet four times during the program year to coordinate our efforts, schedule events, choose recipients for the monthly social action collections during regular services, and work on social justice related issues that do not fall within the mission of any of the existing committees.
2. Accomplishments: We developed new policies and procedures for approving free use of TJMC meeting space for local non-profit organizations, as well as a new application form for requesting free use of space. We made a few adjustments in the process for applications for social action collections, and selected 12 of 16 applicants to receive collections in the next program year. We organized the monthly social action collections for the 2010-2011 program year; the average monthly collection was \$1800, and we raised \$1720 for the UUSC Pakistani Flood Relief effort. We awarded \$1000 (from the \$1500 Ford Foundation grant we received) to support the RE Meal Bags project, which provided food for low-income families from out of town who were staying in Charlottesville while family members were patients in the UVA Medical Center. We provided a monthly film series (October through April), showing films on social justice issues selected by participating social action groups.
3. Goals: Next year we expect to consider appropriate guidelines for voting membership on the Council. We have operated in the past with each Council member present having one vote when decisions are made. However, some groups on the Council have been represented by two people, so the group has had two votes. Other

Council members have served as representatives of more than one group, so those groups have had less than one vote. We will consider how we might distribute votes more equitably among the groups having membership on the Council.

Adopt-a-Highway

Chair: Dick Somer

Members: UUGuys and others

1. Overview: Clean trash from Greenbrier and Hillsdale
2. Accomplishments: Cleared (4) times beginning in February.
3. Goals: Same

Chalice Lighters

Emotional Wellness

Chair: Elizabeth Breeden

Committee Members: Kasha Viets-Wood, Sue Hess, Beverly Ball, Cathy Lawder, Mary Beth Wiley, Carol Saliba, Beverly Ball, Cathy Finn-Derecki, MJ Lightbody, Linda McNeil, Patsy Swindler, Sarah Peaslee, Veronica Fitzhugh

1. Overview: Become a welcoming place for those who have experienced mental illness in their lives and aid them in their recovery. Create a church which is a leader in our community combating the stigma associated with mental illness.
2. Accomplishments: We have created a library with resources and begun to discuss the activities which will make our church welcome using the model that the GLB/T Taskforce used in "Welcoming Congregations."
3. Goals: Garner enthusiasm for our mission. Discover ways to encourage our welcome and encourage trust with each other. Advocate for our children to feel welcome.

Environmental Action/Green Sanctuary

Chair: Sharon Baiocco

Members: Al Reynolds, Arthur Meyer, Deborah Judson-Ebbets, Dick Somer, Glenn Short, Johanna Woodchild, John Semmelhack, Margaret Gorman, Mary Rose Curtis, Mickey Meyer, Nancy Hurrelbrinck, Sallie Kate Park, Jean Botts*, Katie Corish*, Ruth Douglas*
*Green Sanctuary Steering Committee

1. Overview: The Green Sanctuary Task Force/Environmental Action Group's mission is to transform TJMC-UU into a beacon of environmental sustainability and justice. We strive to educate, inspire, and create opportunities for TJMC members to lead more environmentally sustainable, just and spirit-filled lives. We seek to remodel sustainable practices and eco-justice advocacy for members and the wider world.
2. Accomplishments: We are on schedule to complete our twelve Action Projects for accreditation as a Green Sanctuary in January 2012. We held two worship services, including one in the fall, where ministers from the UU Congregation of Charleston, WV, preached and a Green Sanctuary Mother's Day service. The Board approved a Sustainability Covenant in June, and we are beginning to educate the congregation on its implications. We offered two Adult Faith Development courses on community sustainability and health; two Earth Friendly Friday talks; and two mini-green workshops. The RE children created an "I Love Mountains" quilt in the fall, and learned about trees in the spring. Our tree stewardship project included check-ups and trimming of our campus trees by arborists; tree identification; a Sacred Tree Tour; and a pamphlet (soon to be published). We purchased new videos and offered three Environmental Action film nights as part of the Social Action Film series. We helped upgrade our energy efficiency by selecting shades for the gallery windows and proposing energy saving features as part of the Buildings and Grounds Task Force. Our garbage is now recycled at no cost in single-stream recycling. We are analyzing our utility bills to determine whether we have reduced our energy usage. In May, we held our first Carpooling Challenge Sunday with prizes for carpoolers, as well as a Mother Earth Brunch to help educate our congregation about sustainable and healthy food choices. Our environmental outreach and advocacy included sermons or talks by TJMC members about Mountain Top Removal at three other churches; attendance at Conservation Lobbyist training session in Richmond; numerous responses for action via our green e-list, and meetings with our US senators. We have been incubators for formation of Transition Cities Charlottesville/Albemarle We have published two Green Newsletters, contributed to the nation Green Sanctuary blog, and posted web pages and regular announcements in the church monthly Bulletin and Friday Emails.
3. Goals: We hope to organized "cottage conversations" about ethical eating, and continued working on our action projects. By December we will prepare a presentation to the church about our programs to date and ask for approval of our Green Sanctuary final application. We hope to use more of the UUA materials for our

programming, and Sharon is attending General Assembly to find new support and resources for our projects. In the fall we may arrange another site trip to view Mountain top Removal, this time in southwest Virginia, and develop a policy statement about memorial trees for use by the Board. We will continue to table and offer programs to educate and engage our congregation in fun, sustainable, health activities.

Food Pantry

Co-Chairs: Edith Good, Elizabeth Breeden

Committee Members:, Rosalie Simari, Pat Millman, Lois Brown, , Bill Spurgin, Sandy Bryant, Dan Grogan, Burnie Davis, Roz Westerman, Larry Briggs, John Nolen, Beth Alley, Carol Saliba.

1. Overview: Using food from Blue Ridge Area Food Bank, both purchased and USDA, we feed folks who come to get it on the first Friday of each month.
2. Accomplishments: About 20 volunteers unload an average of one and half tons of USDA and 1000 lbs of purchased food. We spend an average of \$300 per month. We serve an average of 65 families or 232 people per month.
3. Goals: Feed everyone who comes to our door.

Gay-Straight Alliance (GSA)

Chair: Bev Ryan

Members: Sally Taylor, Lynn Heath, Lois Brown, Marlene Jones, Bev Ryan, Heather Garrett

1. Overview: The Gay Straight Alliance promotes inclusiveness of GBLTQ members into the TJMC-UU community and works with the church and the greater Charlottesville and Virginia communities to increase awareness of GBLTQ issues. TJMC is recognized by the Unitarian Universalist Association as a Welcoming Congregation. This means that TJMC has successfully completed an educational program that was set up by the UUA to assist in raising awareness and reducing prejudice within the TJMC community and that our congregation voted in favor (overwhelmingly so!) to support the Welcoming Congregation designation.
2. Accomplishments:
 - a. Email messages to the ever-growing GSA mailing list about efforts for actions re: ENDA and DADT; also used to advertise the many local events like EV's annual January Lobby Day
 - b. Conducted quarterly meetings - February, May, August, November
3. Goals:
 - a. Revitalize the group with new leadership and activities.
 - b. Work on awareness of the power of language in all church materials and activities.
 - c. Continue outreach with IGSA, ROSMY-BR, and Equality Virginia and other local LGBT groups.

IMPACT

Chairs: Trish Foley, Bob Gross, Jean Sorrells-Jones, Greta Dersheimer

Members: Elizabeth Breeden, Susan Bremer, Konrad and Perella Busse, Burnie Davis, Pat Millman, Natalie Somer, Sallie Smithwick, Mike Ludwick, Mary Rose Curtis, Betty Warner, Glenn Short, Holly Hintz, Patricia Charney, Jean Shepard, and Pam Philips.

1. Overview: Each year we organize as many of our church members as possible to participate in the identification of area-wide social justice issues each year as part of IMPACT, a regional congregation-based community organization, and then pursue the research and follow up with the political actions required to effect concrete change.
2. Accomplishments: On Monday, March 28, we had 121 people at the Nehemiah Action! Only one other congregation had more folks there. Over 1,500 people attended in all. As a founding member of IMPACT, TJMC-UU has demonstrated a deep and abiding commitment to taking part in and supporting area projects that help to bring about increased social justice. IMPACT's successes include providing increased dental care for uninsured adults (2008); increasing public transportation services (2007); increasing governmental focus on affordable housing (2007, 2008, 2009); helping to maintain and increase public pre-Kindergarten classes for children from low-income families (2009 & 2010); and activating and implementing plans to provide interpretive services in the area's justice system for people whose first language is other than English (2010). This year IMPACT focused on the inadequate public resources and unmet mental health needs of many of our area residents. Once again a TJMCer, Elizabeth Breeden, was a leading voice on the IMPACT Research Team. Along with people from thirty other congregations ... we secured commitments from City Councilors Satyendra Huja and Kristin Szakos, County Supervisor Lindsay Dorrier, and Region Ten Executive Director Robert Johnson - to funding Healthy Transitions, a program to serve ex-offenders with mental illness upon their re-entry into the

community. There was also a commitment to developing plans to provide supportive housing for those with a diagnosed or diagnosable mental illness.

3. Goals: We plan for another round of listening, researching, lobbying, and turning out in large numbers from TJMC-UU at the Spring Nehemiah Action.

PACEM

Chair: Elizabeth Breeden

Committee Members: Gloria Morgan, Mary Beth Wiley, May Guenin, Cathey Polly, Tamara Baxter, Dawn Grzegorzcy, Kasha Viets-Wood, Mandy Griffith

1. Overview: To engage the faith community of the greater Charlottesville area in providing shelter, compassionate support, and access to services for people who are homeless. We host the men and women of PACEM for one week each using about 100 church volunteers.
2. Accomplishments: Hosted an average 43 men for the week of November 27-December 3, 2010, and 10 women from February 5-12, 2011. We partnered with Ebenezer Baptist Church hosting the men and the Muslim Student Association hosting the women. We had 106 volunteers, plus 40 from Ebenezer and 18 from the Students.
3. Goals: WE will host November 26-December 2, 2011, and February 4-10, 2012.

Partner Church

Chair: Janice Rapp for the first half of the year; Jean Sorrells-Jones for second half of the year.

Members: Janis Rapp, Glenn Short, Steve Arata, Jim Souder.

1. Overview: TJMC is one of nearly 200 American UU churches with "Partner Church" relationships with Unitarian or UU churches in Transylvania (now part of Romania), Hungary, The Czech Republic, Poland, the Khasi Hills of India, or the Philippines. The TJMC Partner Church Committee has existed since the early 1990's to support and maintain relationships with our two Partner Churches, the first in Oltheviz, Romania (Transylvania) and the other in Nongkrem, India (in the Khasi Hills). The Committee has been rather quiescent in recent years. However, there now are specific plans to re-invigorate our long-standing relationships with our two Partner Churches.
2. Accomplishments:
 - a. Jean Sorrells-Jones and George Jones gave an AFD program about their May 2010 visit to our Transylvanian Partner Church in Oltheviz, Romania. Approximately twenty-five people attended.
 - b. We published an informational article about the Partner Church program and our own Partner Churches in the April 2011 Bulletin.
 - c. We will sponsor a dinner meeting with Rev. Derrick Pariat and his wife Dani on June 20, 2011 at TJMC. Rev. Pariat is the president of the Unitarian Union of North East India (UUNEI), the region of our Indian Partner Church. The Pariats will be in the DC/Charlottesville area from June 12-21, meeting with various Virginia, Maryland, and DC churches before leaving for General Assembly in Charlotte, NC. The presentation and discussion will focus on the Partner Church relationships and activities of American and Canadian congregations with their Indian partner congregations.
 - d. We have joined the Greater Washington Area Partner Church Committee (GWA-PCC), a group of Northern VA, Washington DC, and Maryland UU churches with active Partner Church programs. We will meet with them quarterly to share ideas, accomplishments, and general information about the different churches' activities and the UUA Partner Church Council's program support.
 - e. We applied, successfully, for a Social Action collection in 2011/2012.
 - f. We applied to Social Action Council for a one-time emergency \$250 contribution for our Partner Church in Oltheviz, Romania to help provide food relief for the elderly in the church whose government pensions were slashed by 25%. The application was approved and the \$250 was augmented by gifts from three individuals.
 - g. In mid-May, we sent \$600 via the UUA International Office to the minister in Oltheviz; the monies are due to arrive shortly.
3. Goals for 2011-2012:
 - a. Continue with efforts to expand the TJMC Partner Church Committee.
 - b. Sponsor a Sunday luncheon meeting at TJMC to make sure that interested TJMCers, new and old, have up-to-date information about the very vibrant Partner Church activities in other UU congregations, and an opportunity to discuss possible directions for our congregation's activities.
 - c. Publish additional informational articles in the TJMC Bulletin about the many social action, cultural exchange, and educational projects thriving under the auspices of the Partner Church Council (UUPCC).

- d. Plan to sponsor a visit from the minister of the Unitarian Church of Oltheviz, Romania, the Reverend Istvan Torok and his wife Melinda, to Charlottesville within the next twenty-four months.
- e. Increase our participation with the GWA-PCC.
- f. Develop a multi-year plan for re-invigorating the TJMC Partner Church relationships and activities.

Peace Action-United Nations, UU Committee (PAUN)

Chair: John Black

Members: John Black, Mary Rose Curtis, John Lineweaver, Andrea Moncada, Tony Perrino, Martin Pool, Al Reynolds

Members of Unitarian Universalist United Nations Office of which PAUN is a part, and members were recruited by PAUN: Mary Rose Curtis, Al Reynolds, John Black, Tony Perrino, Janet Newman, Burnie Davis, Sandy Brooks, Sharon Baiocco, Deborah Judson-Ebbets, Ann Salamini, Charlotte Balkenbush, Kate Berman, Perella Busse, Greta Dersheimer, Sue Hess, Bob Sanders, Pam Philips, Johanna Woodchild

1. Overview: Peace Action-United Nations (also called PAUN) supports the overlapping goals of World Peace and the United Nations. Primarily through monthly tabling, we seek to educate ourselves and others at TJMC about a broad range of issues of war and peace. These include world development through the UN Millennium Development Goals (MDGs) which involves poverty, education, disease, women's empowerment, and governance. These also include international treaties, such as the Commission for the Elimination of Discrimination Against Women (CEDAW), the New Start Treaty, the International Criminal Court, the Treaty of the Sea, and the Treaty of the Child. We promote awareness of the UU-UNO's program, including especially the pioneering role of the UU-UNO on the introduction of human rights for GLBT persons at the United Nations. We work toward the goal of replacing military action with diplomacy. We support workshops that relate violence against children to personal and world peace. We join other religious faiths in prayer and recognition of the United Nations International Day of Peace. We sponsor a UN Sunday around UN Day (October 24), and encourage congregational support for the United Nations and the UU-UNO. We host the local chapter of the United Nations Association to hold their monthly meetings at TJMC. We provide an organization within TJMC that can help our congregation respond when a specific peace issue becomes critical.

2. Accomplishments This Year:

- a. In February, we brought in Bruce Knotts, the Executive Director of the UU-UNO, to preach and speak at TJMC about the UU-UNO and its role in introducing human rights for GLBT people at the UN.
- b. We succeeded in meeting the four criteria required to become a UU-UNO Blue Ribbon Congregation to be awarded at this year's General Assembly, including the most difficult criteria of recruiting at least 15 members of our congregation to be UU-UNO members.
- c. We analyzed a questionnaire of views and priorities on peace issues by members of the congregation.
- d. We assisted in the organization of a workshop relating violence against children to personal and world peace.
- e. We assisted the UNICEF chapter at UVA for the purchase of mosquito nets to fight malaria. We collected over 100 signatures for the ratification of the New Start Treaty.
- f. We tabled on various issues monthly between Sunday services.
- g. We agreed that PAUN endorses the community endeavor to create the International Day of Peace (September 21) as a community event and that we will be a participating member for this event.

3. Goals for Next Year:

- a. Sponsor a Sunday service on the United Nations and world peace around UN Day.
- b. Sponsor a workshop in the fall 2011 on the relation of violence against children and personal and world peace.
- c. Participate in the community celebration of the International Day of Peace, September 21.
- d. Continue support of the UVA UNICEF chapter to purchase mosquito nets to fight malaria.
- e. Continue to sponsor the local chapter of the UNA's use of TJMC space for their monthly meetings.
- f. Continue to table monthly on issues of peace and the United Nations.
- g. Continue to bring the work of the UU-UNO to the attention of the members of TJMC.

Refugee Partnership

Chair: Cherry Stewart

Members: Elizabeth Breeden, Johanna Woodchild, May Guenin, Marian Morgan, Achsah Carrier, Edith Good, Sarah Peaslee, Mary Anna Dunn, Sallie Kate Park, Elizabeth Gay, Lorie Craddock, Rich Olin, plus we have people volunteer for different events.

1. Overview: The purpose of the Refugee partnership is to foster relationships between the refugee groups that we sponsor and our church family through a variety of activities which include but are not limited to English tutoring, food and clothing drives, potlucks, religious and traditional community events, and community education. We, at TJMC, have decided to focus of the communities of Bhutan and Burma which may have alternative religions such as Hindu and Buddhist and do not have a place of worship or church family in Charlottesville.
2. Accomplishments:
 - a. Burmese community education/dialog (SARA)
 - b. Clothing and household donations to thirty to forty new refugee families
 - c. Clothing drive to give away at events
 - d. Yard sale giveaway (every August)
 - e. Two refugee weddings that we sponsored and helped with.
 - f. Upcoming Buddhist monk ceremony Saturday, June 11
 - g. Individual English tutoring sessions (ongoing) We have had private tutoring one-on-one and there is a group that meets weekly at Michie Drive on Friday and Saturday nights.
 - h. Individual rides/carpools to work
 - i. In October 2010, we led the initiative to consider offering a church space to a Congolese minister who decided to seek a space elsewhere.
3. Goals: We hope to resume the Thanksgiving potluck this year and get some family mentors in the near future.

Service Committee, Unitarian Universalist (UUSC)

Member: Kip Newland, TJMC-UU Representative to UUSC

1. Overview: The Unitarian Universalist Service Committee advances human rights and social justice around the world, partnering with those who confront unjust power structures and mobilizing to challenge oppressive policies. The TJMC-UU Committee's purpose is:
 - a. To involve TJMC members, friends, and youth in UUSC calls to action
 - b. To increase membership in UUSC
 - c. To raise money for UUSC's mission
 - d. To disseminate UUSC materials
2. Accomplishments of 2010-2011
 - a. Sold UUSC holiday cards; sent proceeds to UUSC.
 - b. Organized the TJMC 2010 holiday card designed by Jill Payne, donated proceeds to UUSC.
 - c. Had a Special Collection for the UUA-UUSC Pakistan Flood Relief Fund, organized by the Social Action Council.
 - d. The Religious Education program conducted a Guest At Your Table collection during the 2010-2011 holiday.
3. Goals for 2011-2012: Raise awareness of TJMC members, friends, and youth; increase attention to UUSC fundraising; participate in activities such as Justice Sunday and calls for action such as Pakistan relief.

Soup Kitchen

Chair: Cynthia Pulaski

Team leaders: Bonnie Hansen, Mark Foley, Rosalind Westerman, Satyendra Huja, Susan Kauffman

1. Overview: The Soup Kitchen's focus is to provide a nutritious meal on Sundays at the Haven when no other church is serving the downtown area.
2. Accomplishments: This year we continued serving at the Haven after leaving On Our Own in the fall of 2009. We averaged 30-60 guests per Sunday, a substantial increase over 2009. Therefore, we focused on increasing the size of our teams and did some recruiting via Volunteer Sunday and via email requesting assistance from PACEM volunteers at our church. All appears to be working well. We do have an issue with doing the dishes. Most often there is a volunteer from the Haven, but they can not be counted on to always be there. Some teams have started to use paper products to avoid this issue. In the meantime, I requested money from the Social Action Committee who has given us a \$150.00 allowance. Each team leader can decide how to best use their \$25.00 over the summer.
3. Goals: We hope to focus on increasing our numbers further so that serving and preparing food does not become a burden. We will continue to address the issue of dishwashing and clean up!

Worship Council

Buddhist Sangha

Chair: Marian Morgan

Members: We are not a membership organization. About six to ten people gather for weekly meditation. Some people attend quite regularly; others drop in from time to time. We include a wide age range, from students on up. Our four-day retreats are attended by fifteen to twenty people; both TJMC and community members participate.

1. Overview: The Clear Spring Buddhist Sangha has met at TJMC-UU since at least 1995. We teach and provide an opportunity for weekly silent meditation. We also offer periodic longer meditation retreats to those who are interested. Some who participate have a formal Zen Buddhist meditation practice and may take up the koan path with our resident teacher; others simply enjoy sustaining and being sustained by others in the practice of meditation.
2. Accomplishments: Two four-day retreats, held in Virginia and Pennsylvania, several weekend retreats; meditation every Wednesday evening at TJMC from 7-9 PM throughout the year, to which all are welcome. We were formally accepted by the Diamond Sangha Teachers Circle as an affiliate of the Diamond Sangha, an international Zen Buddhist community founded in 1959 by Anne Aitken and Robert Aitken Roshi.
3. Goals: We will continue our annual schedule of weekly Wednesday sits and longer retreats. We will be holding one-day retreats about four times a year, and the next four-day retreat in October 2011. We will offer instruction in basic meditation and Zen Buddhist practice to all those who express interest.

Christian Fellowship, UU (UUCF)

Chair: Eleanor May

Members: Jean Newland, Jackie and Tom Olshefski, Mary Anna Dunn, Dick and Jana Abrams, Beverly Ball, Mike and Susanne Ludwick, Dee Plunkett, Sarah Bailey.

1. Overview: Purpose is to give a meeting place and time for those who are Liberal Christians (not Trinitarian) involved with TJMC, where ideas can be exchanged, and interests shared, in a welcoming atmosphere.
2. Accomplishments: We have had two Sunday services (one led by Tony Perrino, the other by Alexandra McGee); three Communion services (Christmas Eve, Maundy Thursday, and Easter "sunrise"); and Thursday evening meetings usually twice a month. We also provided altar decorations for the month of December and arranged for memorial or honoring lilies throughout the Sanctuary for Easter Sunday.
3. Goals: In the next year we hope to increase attendance at all of our meetings. There are so many in TJMC who are Liberal Christians; we hope that many of them will find it helpful for them to participate with others who have been involved.

Labyrinth

Co-Conveners: Nadine Roddy and Patty Wallens

Members: Stephanie Blackton, Dave Dawson, Leia Durland-Jones, Jane Ellis, Todd Ellis, Joan Hunt, Marta Keane, MJ Lightbody, Cara Marinucci, Ros Nuesch, Ann Rebera, Deborah Rose, Kim Schwarz

1. Overview: The Labyrinth Ministry offers the labyrinth to the church community and to the greater community for prayer, reflection, and meditation as a way to connect more deeply to one's self or to the larger world. We take responsibility for the care of the large Chartres-pattern labyrinth, the smaller and more portable labyrinth (called the Versatile Labyrinth), and the outdoor labyrinth.
2. Accomplishments:
 - a. Scheduled events on the labyrinths included:
 1. September 24: open walk on the outdoor labyrinth, with live music by Nadine Roddy
 2. October 29: open walk on the Chartres labyrinth, observing an "All Souls" theme, with live music by Jane Ellis, Todd Ellis, and Nadine Roddy.
 3. December 31 New Year's Eve walk with live music by Suzanne Morris and a reception for walkers.
 4. January 21-22: "Dreaming our way home," a Dream Quest on the labyrinth, facilitated by Judith Tripp.
 5. March 25: open walk on the Chartres labyrinth, with live music by Nadine Roddy, Jane Ellis, and Todd Ellis. We collected \$155 in donations for the UUA-UUSC Joint Japan Relief Fund.
 6. May 7: World Labyrinth Day on the outdoor labyrinth, with live music by Nadine Roddy and Todd Ellis.
 - b. We continue to encourage different groups within the TJMC community to use the Versatile Labyrinth as part of their regular meetings or for special events. The Versatile Labyrinth has been used this year at the annual Women's Retreat (Women Weaving Wisdom) and by the Coming of Age class.

- c. The Versatile Labyrinth was also loaned to the Charlottesville Society of Friends and used by a Labyrinth Ministry member for a Celtic ritual gathering.
 - d. The Glen Allen UU Church contacted the LM for guidance in their decision-making about whether and what kind of labyrinth to create for their church and a member of LM brought our Versatile Labyrinth to them and offered a workshop.
 - e. Two of our members, Stephanie Blackton and Leia Durland-Jones, DRE, attended the annual Gathering of The Labyrinth Society. It was held in New Harmony, Indiana in October, 2010. Leia and Stephanie offered an AFD session to share their experience with others.
 - f. The outdoor labyrinth is used frequently by Children's RE, on Good Friday by the UU Christian Fellowship, and other groups. Leia Durland-Jones, DRE, has begun to hold regular open walks on Wednesdays at lunchtime for staff and others in the church.
 - g. Stephanie Blackton continues to facilitate labyrinth walks for the inmates at the Fluvanna Women's Correctional Center through the office of the Chaplain. Through this ministry connection, we organized a collection of stationery and stamps for the inmates as part of their Holiday Distribution. Members and friends of TJMC gave generously to this collection and we received grateful thanks from the Chaplain, on behalf of the women of FWCC.
3. Goals: We would like to see increased use of our three labyrinths by members and groups within the TJMC community. We hope that people will experience the labyrinth and see it as a way to deepen their spiritual life. We hope to have more people take part in the caretaking of the outdoor labyrinth, and in the Labyrinth Ministry. We would like to have the Versatile Labyrinth used more by groups outside of TJMC. The Chartres labyrinth was made in 1999, and the Velcro that holds the three panels together is aging. We would like to find a way to either rejuvenate the Velcro or to replace it.

Music

Chair: Shelly Canterbury

Members: Carl Howe, KaeRenae Mitchell, Elena Speidel, and Lucy Connelly.

1. Overview: The Music Ministry offers music during worship services that deepens our spiritual experience and augments the sermon topic of the service. Our choir sings music with relevant messages that inspire and motivate. Our congregation is blessed with many talented musicians who give freely of their time and extraordinary talents during our worship together. Congregational singing is important to our music ministry and hymns are chosen with care to reflect the theme of the morning. In addition to Sunday morning services, the Music Committee sponsors concerts that add variety and open our doors to audiences beyond our church walls.
2. Accomplishments: The adult choir continued to grow this year. We had thirty-five members on the roster which was the largest single adult choir TJMC has experienced. We offered a variety of music twice a month for both services September through May. The adult choir offered its all-music service (at both services) December 12, 2010. Over the summer of 2010, the Music Committee worked with the Personnel Committee to revise the Director of Music's job description to incorporate the reduction of hours. A "Circle of Friends" benefit concert was held and raised over \$700 for the church. There were special musical offerings for Rev. Erik Wikstrom's first service at the church. A folk group was organized which met once a month or more, out which evolved a quartet. There are future plans for some of the musicians to share music at the Fluvanna Correctional Center. A production of rehearsal tapes for practice were made and posted on YouTube sites for choir members.
3. Goals: Over the coming year, the Music Committee will be working with Personnel, the Board, and the congregation to replace the Director of Music. With the coming of our new minister, we are hopeful of continuing a vibrant and high quality-offering of music to help assure a smooth transition to this new phase in the life of our church.

NatureSpirit

Chair: Marlene Jones

Members: Marlene Jones, Lisa Kelley, Tom Damery

1. Overview: NatureSpirit is an affinity group for person's who consider Nature as a principal component of their spiritual or religious journeys.
2. Accomplishments: Our group has been inactive most of the year.
3. Goal: Our goal for the coming year is to find some way to revitalize this group.

Sound Crew/Public Address Committee

Ushers

Chair: Bonnie Hansen

Members: Ann Salamini, Christine Jones, Ken Ackerman, Lynn Heath, Larry Briggs, Nancy Briggs, Carol Saliba, Gayle Floyd, Gloria Morgan, Elizabeth Breeden, Kate Berman, Sarah Peaslee, Sue Drumm, Kasha Viets-Wood, John Hansen.

1. Overview: Ushers prepare the Sanctuary for Sunday services, fold and distribute the orders of service to congregants while welcoming them to church, give out crayons and paper to our youngest folks and assist people in finding seats, take up the offering and sort it, clean up discarded paper after the service, turn off lights and speakers, and assist the minister in any way requested.
2. Accomplishments: In addition to the usual, we assisted in special collections and such events as flower communion.
3. Goals: We anticipate assisting Rev. Wikstrom in our usual duties and in any other ways he and the Worship Council deem appropriate.

Worship Associates

Chair: Bob Kiefer

Members: Wendy Repass, Elizabeth Breeden, Tom Collier (in May Pam Phillips and Deborah Rose joined us)

1. Overview: Assist the Minister in leading worship on Sunday morning.
2. Accomplishments: We became the worship liaison for the interim ministers and hope to become that resource for our new called minister.
3. Goals: We anticipate learning to collaborate and learning to weave worship with our new called minister.