

Thomas Jefferson Memorial Church
Unitarian Universalist
BOARD OF TRUSTEES MARCH MEETING
May 27, 2015

DRAFT BOARD MINUTES

TJMC Covenant Statement

In order to create the beloved community we all desire for ourselves, we, the Congregation of Thomas Jefferson Memorial Church Unitarian Universalist covenant to:

Communicate with compassion and respect, especially when we disagree
Celebrate diversity and nurture our inclusivity,
Promote social justice within our congregation and the larger community,
Generously support the ministries of the church with time, money and
enthusiasm, and
Lovingly call each other back into covenant when we have fallen short.

Board Goals 2014-15

1. Facilitate the implementation of the Strategic Plan.
 - a) Create and task an Information and Communication Task Force.
 - b) Create and task a Governance Task Force.
 - c) Create and task a Campus Maintenance Plan Task Force.
 - d) Support the development of a Capital Plan.
 - e) Support the Facilities Plan as adopted by the congregation.
 - f) Adopt Disaster Preparedness Plan.

Board Members Present: Laura Horn – President Elect, Bev Thierwechter – Vice President, Kathy Philhour, Walt Megonigal, Ann Salamini – Secretary, Sally Taylor – President, Christina Rivera – Ex Officio, Marlene Jones, Jamie McReynolds – Treasurer, Leia Durland-Jones – Ex Officio, Erik Wikstrom – Ex Officio, Amy Wissekerke – Past President

Board Members Absent: Amy Davis, Breck Gastinger

Guests In Attendance: Wendy Repass, Laura Wallace, Edith Good, Adam Slate, Kim Grover

I. Opening--(15 minutes total) Opening/Closing Words (Laura), Snacks (Laura), Time Keeper (Marlene), and Process Review (All)

1. Opening words – Laura
2. Check-in
3. Acceptance of Agenda

Discussion – Schedule the 2016 Pledge discussion earlier to accommodate visitors. Break after Repledge Effort and begin second half with the Facilities update.

MOTION: Accept the Agenda as amended.
Unanimously approved.

4. Public Comment –
5. Correspondence –

II. Reports (attached)

1. President's Report (written) – Sally Taylor
2. Vice President's Report (written) – Bev Thierwechter

3. Treasurer's Report (written) – Jamie McReynolds

The \$200,000 from the TJMC Endowment is in the process of being moved to the UUA Common Endowment Fund.

4. Minister's Report (written) – Erik Wikstrom

5. Director of Faith Development Report (written) – Leia Durland-Jones

6. Director of Administration and Finance Report (written) – Christina Rivera
Chris reports that the transition is going well; she is moving through the learning curve. She will submit a written report for the June Board meeting.

Discussion – Trish had said she would write a final report for the Board. Has that happened? Not yet; Chris will ask about it as they finish working out details of the transition.

7. Membership Report (written) —Sally Taylor

8. Board Liaison Reports –

III. Consent Agenda/Electronic Motions:

1. **MOTION**: Approve Kim Beach and Barbara Beach as GA delegates.
2. **MOTION**: Approve the April 2015 draft minutes.

MOTION: Approve the Consent Agenda.

Unanimously approved.

IV. Old Business

1. Pulse Survey – Wendy Repass (20 min)

The Pulse Survey team included Amy Davis, Laura Horn, Wendy Repass, Laura Wallace and Carol Wise. They investigated best practices to develop the design of this survey. The questions aimed to get information in a neutral fashion which did not feel “guided” to the respondent. The team provided a wide range of possible answers in an attempt to give accurate voice to the experience of all respondents, from ‘extremely meaningful’ to ‘not at all meaningful’ to ‘distracting’ to ‘don’t know.’ The addition of comment sections provided more nuanced information about what the respondent meant or thought about a question.

The fact that 236 of 436 members responded to the survey elevates the information to a high level. The team felt the weight and significance of the resulting information and spent a lot of time on analysis to do it justice, working to summarize it in a meaningful way for others. They want the respondents to feel heard.

Finding 1: More than half find TJMC moderately to not at all helpful spiritually. In designing this question, the team debated over what spirituality means: would the respondents and the team understand and mean the same thing? It was one of the last questions added to the survey and gave a very meaningful impression.

Finding 2: Comments repeatedly revealed the desire for deeper, more spiritually fulfilling worship services. A strong thread indicated that the depth of services was hindered by dividing the sermon into two ten-minute sections delivered by two people. Considering various parts of the service, music was recognized as very significant. The welcome by a Board member was not so well received. Other parts, such as sands of forgiveness, were meaningful to the relatively small number of people who participate in that section.

Finding 3: More than half feel moderately to not at all connected to others at TJMC. Comments lifted up many activities which were meaningful to respondents, as well as suggestions to help people become involved.

Finding 4: The more connected people feel to each other, the more connected they feel to TJMC, and vice versa. There is a clear, direct correlation between these two data sets.

Finding 5: Religious Education is a strong success. Most of the comments suggested ways to tweak programs. 96% of respondents would recommend the program to others. The message: keep supporting your strengths.

Finding 6: Satisfaction with social hour is low. Many comments reflected a desire for opportunities for quiet discussion and an atmosphere more conducive to making connections.

Finding 7: A decline in the number of volunteers can be predicted. Volunteerism is strongly correlated with connection. By linking the number of current volunteers who do not expect to volunteer next year to the number of non volunteers who do expect to volunteer next year, a significant deficit is noted. Also, volunteering is strongly correlated to one's feeling of connection and sense of spiritual engagement.

Finding 8: There are worries about attendance. A number of comments noted decreased personal attendance and noticing friends who no longer attend as frequently. Decreased actual attendance figures were confirmed when tracking Sunday attendance records for children and adults over the last ten years.

This year's survey reveals our strengths are RE, music, social justice work, and transparent and effective governance. Comparing the current survey with the 2013 survey:

- Religious Education remains very positive.
- Confidence in financial decision-making is increased.
- Social Hour and Worship got less positive comment.
- Questions about attendance arose.

Insert **New Business 2. 2016-17 Pledge drive proposal** – Adam Slate and Kim Grover (20 min)

Adam and Kim have volunteered to cochair the pledge drive next year. In their discussions Adam brings the perspective from his experience of being a past pledge drive cochair and Kim asks the questions of a relative newcomer. This adds good texture to the discussion and potentially to developing the next pledge drive.

They conceive of three important components to a pledge drive:

- A broad, early education and dialog phase about supporting the church in general and the pledge drive in particular. The Membership and Stewardship Committees and the minister would lead this aspect. Sermons would hold up giving in a spiritual light.
- Creation of incremental budget information up front so budget realities and hard truths can be part of the conversation. (What can we do with each level of revenue?) Make sure everyone understands how the pledging and

budget processes work and the expectations of membership. The pledge team would strive for 100% participation, even among those who are put off by this kind of dialog. Such a conversation involves some risk, but it is important to undertake it.

- The pledge drive itself. The date and online aspects of the pledge drive need attention. Improve the online presence of pledging materials including an online pledge form, pledge drive messaging on the homepage, timing and placement of messaging in emails and bulletins. Create a format for data entry and retrieval and commit to using both aspects.

Kim and Adam are asking for buy in for a multiyear conversation which they will craft and initiate but which should be carried through for 3 or 4 years to really give it a chance to change the giving culture. They recommend asking congregants to make a pledge of record, even if it is zero, as part of the overall messaging.

Discussion points:

- The Board's role is to support these notions when people complain. The process will shake the middle ground of people who are not strongly engaged. Some will become more connected, some won't. We shouldn't put too much effort into those who really wouldn't want to be members if they understood what that meant. Once you make a commitment to the church, you follow through whether you are happy at the moment or not. This is not a pledge drive conversation, but a church conversation that we need to have.
- The online pledge form needs to be developed so it can be used anytime to make or modify one's pledge.
- Data must be collected into easily used lists and a commitment made to putting these data back in the computer.
- Do our low pledge revenues stem from too few pledge units or too low an average pledge? Most congregations find that 20% do not pledge. Our average pledge amount is still low compared to churches of our size.
- Emotional connection and desire to pledge are linked and need to be woven together. Getting everyone to pledge and feel good about it is more important than raising more money. If people say they aren't pledging and want to talk about why, that is a very important part of the dialog.
- Perhaps a question about one's pledging level on the Pulse Survey would be helpful – why more? why less?

Thanks to Adam and Kim for their thoughtful comments and their willingness to undertake this role.

2. Report on Staff Assessments – Sally and Laura (5 min)

This topic is covered in the President's Report. The goals for 2015-16 are being developed; they will be shared with the Board for input at a future meeting.

Discussion – How and when will the assessments be shared with the Board? We are given no information to use in talking to church folk when this topic arises.

- There is a confidential aspect but since the three triune staff are now assessed by the Board, shouldn't the Board have access to the information?
- It has historically not been done that way and Personnel set up the current assessment process to be confidential.
- The Board needs a chance to discuss what is working with staff and what isn't. If this is not the place for this discussion, we need to find another place.
- A summary and goals should be available to the Board.

3. Electronic Voting Policy – Amy W. (10min)

The following recommendations on electronic voting were made in a report to the Board when the sale of UHouse required that some decisions be made quickly between Board meetings:

- A motion is made by a voting Board member in an email.
- A second voting member seconds it.
- Discussion begins. A deadline is given for the length of the discussion and when voting will occur. (Usually 3 to 7 days.)
- A quorum is predetermined as well as whether the vote needs to be unanimous or majority.
- The motion and vote outcome are read into the minutes at the next Board meeting.
- Any Board member can request that the motion be discussed face to face rather than electronically.

Discussion –

- Are privacy issues a problem here? These conversations should be open in the same way Board meetings are. Ex Officio Board members should be part of the conversation. Transparency is appropriate for the type of questions which email voting should be dealing with.
- Can we recommend this process for council and committee discussion? The Vice President can take it to the councils for their input. They can decide for themselves.

MOTION: Adopt the recommended procedure for conducting electronic voting for the Board of Trustees and recommend as best practice for other groups in the church.

Passed with 1 opposed and 2 abstentions.

4. Repledge Effort – Laura (5 min)

We agreed in April to try to gather \$10,000 in additional pledge revenue through matching funds. We currently have \$4200 in matching funds. This will be a low key effort with no phone calls, just electronic and Order of Service messages, ending June 30th.

BREAK – (10 min)

5. Facilities Update – Ian (5 min)

Out of a \$475,000 budget for church renovations, \$150,000 have been assigned to Summit House and \$325,000 for the Lower Hall. The Summit House project is currently on schedule and will likely come in under budget at about \$115,000.

Facilities has honed the Lower Hall design, listing priorities which were given to the project manager and architect. The initial cost estimate was \$400,000 for the renovation and architect's fee. Facilities looked for cost reduction opportunities which would maintain the integrity of the overall vision. The project manager and architect are reviewing these options and will make revisions. There should be a contract available for the June or July Board meeting. The likely cost savings from Summit House will not automatically be shifted toward the Lower Hall renovation as there is a priority list for additional work at Summit House if possible.

Discussion – Can this update be added to the Congregational Meeting agenda? Only with a unanimous vote at the meeting. It could also be shared as part of the President's Report.

6. Discussion of budget priorities for abundance – Chris (10 min)

We need a plan for what to add back into next year's budget should funds become available through the repledge effort, extra successful fundraising or other eventuality. (Except for the excess 2015 Spring Auction revenues which have been designated forward into 2015-16 fundraising, surplus from this year's budget will automatically go into building reserves.) Sabbatical fund, building maintenance fund, Personnel Committee recommendations on staff compensation packages, improved technology connectivity and volunteer training, and the boiler were mentioned. The creation of a prioritized list will be taken up at the new Board retreat in late Summer / early Fall. This is a Board decision though Staff will have input.

V. New Business

1. Plans for May 31st Congregational Meeting – Sally (5 min)

Task assignments were made for the Congregational Meeting later in the week.

2. 2016-17 Pledge drive proposal – Adam Slate and Kim Grover (20 min)
(Placed within the Old Business line up to accommodate our guest presenters)

3. Installation of Christina Rivera as DAF – Erik (5 min)

The previous DAF was installed as part of the joint installation of the lead minister and staff. Chris's installation will take place this Sunday as part of a multigenerational service including child dedication and bridging ceremony. The same words in the original installation will be used. This will provide a good reminder for people of the significance of these public acts.

4. Preview of June 13th Board retreat – Amy W. (5 min)

The three presidents have been talking about the content of the retreat. This is a chance to talk about longer term visioning: how to keep the Strategic Plan relevant by adding some goals and including some budget priorities.

The retreat will be three hours, the first half of which will be in executive session and include visioning and parking lot issues. Staff will join us for the second half. At the end of the meeting, additions will be made to the Strategic Plan and some goals will be created for the staff and Board.

Discussion – Should we talk about the Pulse Survey here? Yes, in both halves. Then three hours won't be long enough. Let's schedule 9AM to 2PM. People should have breakfast before coming and bring potluck for lunch. Set up will be at 8:30AM. Staff will arrive at 10:30.

VI. Closing Activities (10 minutes)

1. Process Review (all):

- It's encouraging that the Pulse Survey shows improved confidence in governance.
- There was no time to discuss some items. It's not healthy.
- It was hard to hold the emotional news of loss of life in the congregation and be really present for the meeting.
- There was a theme of people expressing a need to talk privately about staffing matters. This is a normal thing and not an example of underhandedness or secrecy. It will be good to meet together.
- We need a discussion about how to get all our work done and have time for adequate discussion.
- Performance appraisals didn't get enough discussion.

2. Things to communicate / do –
Walt – send directions to his home for Board retreat.
Chris – ask Trish about final report to Board.
3. Closing words – Laura

Parking Lot –
Discussion about how to get our work done and discuss everything adequately.

Upcoming Dates

- June 9, 2015 – Community Life Council
- June 10, 2015 – Exec Meeting
- June 13, 2015 – Outgoing Board Retreat
- June 24, 2015 – Board Meeting

Previous Agenda Items Awaiting Feedback (Requested date if known)

Future Topics for Board Meetings

- Priorities for 2015-16 budget abundance – new Board retreat
- Consider how to pay for the boiler
- Emergency preparedness plan – May?
- Proposed changes to Short Term Public Witness process – Social Justice
- Stewardship report – The shape of Endowment / Stewardship after funds are sent to UUA for management. – April
- Campus Maintenance Plan
- Capital Expenditures Budget
- Budget calendar
- Discussion of 501c3 designation for church
- Disposition of church property should TJMC cease to exist

President's Report

May, 2015 President's Report

Laura Horn and I completed the assessment process of Lead Minister and DFD this month. We began with a discussion of the goals for 2014-2015 and then looked at the comments from the various staff and congregational leaders. The goals for 2015-2016 for each of the staff triune members will be done after the triune goal setting is completed in early June. Assessments, of course, are confidential. The professional goals for each of the triune members for 2015-2016 will

be shared with the board at its June meeting. Laura and I will be discussing the assessment process with the Personnel Committee and making some recommendations for small changes in the process.

The congregation on May 10, 2015 approved enthusiastically the request from Alexandra McGee to ordain her as a Unitarian Universalist minister on June 14, 2015 at 4 pm in our sanctuary. The Ordination Committee consists of Sally Taylor, chair, Carol Gardner, Doug Webbink, Deborah Rose, Frank Dukes, Jean Newland, Shirley Paul and Christina Rivera, ex officio. Plans are underway. Invitations to the event have already been sent to members and friends of Alex, to Members and Supporters in the congregation and to ministers participating in VACUUM and other local ministers. We are asking for small donations (\$20) from many people to cover the costs.

A RePledge effort with matching funds is underway. At the moment we have solicited \$3700 for the Matching Fund. Adam Slate and Kim Grover have written the appeal and will do the publicity for a short term (one month) campaign when we have contacted everyone identified as possible Match Fund donors. The campaign will be completed before the end of the fiscal year on June 30.

The Yard Sale is scheduled for Saturday, August 15 on the first floor of Summit and the Social Hall. We will not be accepting donations until July 17 because of the Summit renovations. The pricing and sorting crew led by Jean Newland will be working on Monday, Wednesday and Friday from July 17 until the August 14. The yard sale publicity will be handled by Carole Black. This year we will not be picking up donations for the yard sale, but expect them to be delivered to Summit House. Since most of the yard sale crew can no longer move furniture, we hope that other members of the congregation will volunteer for that task. We expect a smaller yard sale than usual this year yielding about \$4000.

The Fall Services Auction will be held in conjunction with the Chili Cook-Off and Bingo night on Saturday, October 24, 2015. Trudy Rohm and Jen McCutcheon will be setting up the program to auction off the donated services and dinners. There will be NO goods in this auction. We are still looking for a dinner diva to recruit donations and someone to do publicity for the event. I hope that UUGuys will continue to provide the Chili competition and that RE will arrange for Bingo and assorted prizes. It is hoped that we will be able to raise \$3,000.

It has been a pleasure to work with our new DAF, Christina Rivera, both on board business and on plans for the ordination. Take the time to drop by and admire her newly painted and organized office!

Respectfully submitted, Sally Taylor

Vice President's Report

--assessment forms: the forms for Erik and Leia, with input from those with close working relationships, have been forwarded to Sally and Laura, for use in performance review interviews, which will take place in the first half of May.

--assessments have been done for RE Assistant and Office Assistant. I'm not sure of status of assessments for Scott and Alex.

-- exit interview of DAF completed on May 6. Personnel Chair, Sue Hess and I conducted it. Trish is finalizing a memo and recommendations this weekend.

-- As Trish has pointed out to Sally and Laura, there is a critical need for Board to add funds to budget for security, so that there is adequate money to ensure that buildings are locked up at night and other related tasks, which new DAF can not handle since she lives a considerable distance from C-ville. This means reinstating current budgeted amount plus \$ 1,000 (1,800+ 1,000). Should be priority to add back. Hopefully repledge effort will make this easier.

--TJMC annual reports: these are in process. While a considerable number have been received, there are quite a few outstanding. I'm following up, but the compilation of them will not be ready in time for the May 31 Annual Meeting. Request for reports went out in early April and requires numerous reminders.

-- Rev Erik's Offer Letter has been referred to Personnel Committee for review with specific guidance from Sally.

--still following up on coordination of proposed TJMC policy changes with the Council Committees.

-- Personnel has set up a small group to assist the new DAF in whatever ways she needs it to do.

Respectfully yours,

Bev Thierwechter

Treasurer's Report

TJMCCU Treasurer's Report
April 2015

Summary

With two months left in our our church year, we have revenues of \$432,357 and expenses of \$419,879 for a surplus of \$12,878. Our revenues are on target at 81% of the full-year budget. Expenses are 79% of our full-year budget.

Revenues

Overall YTD revenues of \$432,357 are \$2,071 lower than the same period last year, which included \$9,775 in rents for the Mollie Michie Preschool and U-House.

- Combined Fair share gifts were \$29,050 for the month and \$367,175 for YTD. Combined Fair Share Gifts are \$3,194 less than the same nine months last year.
- Fundraising income is \$23,227 YTD, 101% of our full-year budget. We raised \$10,236 so far from the service auction, \$8,896 from the yard sale and received a \$2,500 rebate from our Wells Fargo credit card purchases.

Expenses

Overall YTD expenses of \$419,479 are \$12,742 or 3% higher than YTD last year expenses of \$406,737.

- Worship & pastoral care YTD expenses are slightly under budget at 81%
 - Instrument service expense of \$637 is 106% of the \$600 budget
- Lifespan Faith Development YTD expenses are below budget at 79%.
- Community Life and Outreach YTD expenses are 71% of budget.
- Operations and Administration YTD expenses are 77% of budget
 - Gas/Water/Sewer for the church of \$8,531 is 107% of budget, but there is a correction for \$1,296 for a bill that was recorded twice that will be reflected next month.
 - Church electricity of \$4,788 is 106% of budget and Summit electricity of \$3,583 is 119% of budget. Based on last year's actuals, it looks like we underbudgeted for utilities.
 - Cleaning service is 93% of budget and includes the cost of stripping and waxing the floors, which had not been done in four years. This additional cost should be budgeted every two years.
 - Computer maintenance is 96% of budget, with \$234 remaining
 - Several line items have exceeded the full-year budget.
 - Canvass is over budget by \$196 [28%]
 - Board discretionary fund/Unbudgeted expenses is over budget by \$131 [26%]
 - Per Policy V.A.11, the Finance Committee and the Board of Trustees are to be notified at their monthly meetings of any

items that exceed their budgeted amount by more than \$200. No item shall be allowed to exceed its budgeted amount by more than \$500 or 100% of the budgeted amount, whichever is less, without the express authorization of the Board. This month, utilities are the only expense categories exceeding their budgeted amount by more than \$200.

Balance Sheet

- Our bank account balances total \$655,457 including the net proceeds of \$486,329 from sale of U-House.
- Construction in progress spending of \$18,511 represents the cost of separating the electric service for the parking lot next to U-House, structural and air quality reports, and payments to Martin Horn for Summit House repairs.
- Our general endowment fund has a balance of \$374,235 as of December 31, 2014, and our restricted endowment funds total \$68,279.

Lead Minister's Report

Report to the Board – March, 2015

Lead Minister

I. Worship

This year we had six applicants to fill three Guild positions for the coming year. If that weren't exciting enough, four of the six were self-initiated applications. The current members did reach out to several more people individually – all but two of whom identified this as “not the right time.” After carefully considering qualifications and “fit,” we invited Jeanine Braithwaite, Lucy Edwards, and Cypress Walker to join continuing members Arthur Rashap, Christine Gresser, and Adam Slate. We will be saying goodbye to Mike Ludwick. (The other outgoing members are Cathy Finn-Derecki and Michelle Ba'th Bates who, during this past year, each moved out of state.) This year saw the development of a new structure for training, and I am excited to build on this in the coming year.

Leia and I are currently investigating a program called *Soul Matters*. It's a model that not only links thematic worship, religious education/faith development, and small group ministry together, it also provides opportunities for participating congregations to be involved in creative collaboration. (There are currently 70 congregations taking part! Can you imagine 70 UU congregations coming together

on anything?) We are still in the investigative stage, but I have to say that I have not been as excited by a program in years. If after some initial feedback from the folks who are administering the program it seems like we would like to move forward, next steps would be to bring the concept to both the Worship Weavers and the Covenant Group Coordinating Council for their input. Stay tuned!

One final comment on worship – this year’s Music Sunday was, by all accounts, a tremendous success. Scott’s sermon was fascinating, and moving, and several congregants shared with me how it touched and connected with them quite meaningfully. And the music! Scott has done some really wonderful work with our choir (and, of course, they with him!), and the participation of Wendy Repass and James Smith only sweetened the pot. We certainly have much to celebrate about music at TJMC!

II. Faith Development

Leia and I continue to wrestle/dance with the seeming paradox that congregants report a desire for more programs designed to help deepen their spiritual lives yet ADF programs that are intended to do just that are poorly attended. Additionally, those who attend these programs generally report them to be extremely worthwhile, so few people may be attending but those who do are moved deeply. How, then, do we measure the “cost effectiveness” of these programs? The *Soul Matters* program mentioned above may present a possible avenue for addressing some of this, by making fewer programs more impactful. We will keep you posted.

III. Community Building

In our regular weekly meeting with the current President and President-elect, the Triune team has been working to develop a set of staff priorities for the coming year to address both the Strategic Plan and the results of the 2014-2015 Pulse Survey. (This discernment process, naturally, will not result in the identification of only staff goals, but lay leadership goals as well.) One of the items noted in the Survey is the relatively low numbers who reported feeling well connected to others and/or to the congregation as a whole. (Interesting to note, again, the coincident low attendance at programs and events that could help foster connections!) With these results our theme of a few years ago – Cultivating Connections – moves more pressing to the fore, and many of the efforts being identified in this priority setting exercise have to do with building stronger connections.

IV. Public Ministry

I was unfortunately unable to attend the Nehemiah Action this year, due to its change of date falling on the day I was previously obligated to chaperone my son's school trip to D.C. Unfortunately, this and no doubt other reasons led to a small turnout overall. This is worth noting, as in the past our congregation has had the greatest percentage of membership in attendance of all the faith communities who participate. IMPACT's Lead Organizer, Achsah Carrier, Sara Peasly, and Greta Derschimer have been talking about ways we might reorganize and reframe our involvement so as to make a better fit with the "peculiar" DNA of a Unitarian Universalist congregation.

V. Initiatives

In February I noted my plan to call a meeting of those who have been expressing a desire to see TJMC more actively respond to issues of racism and oppression. I am disappointed to say that because of the way "current" needs often push "future" efforts off the main burners, this has not happened as of yet. Still, the energy has not dissipated tremendously, nor do I think much momentum has been lost. It is now my intention to see that this group meets before the end of this church year with a goal of setting plans in place for the fall.

VI. Experimentation

As has been obvious from recent conversation at the Board, not everyone is on-board with our experiment with a Triune Leadership Model. From what I am hearing, there is a lot of misconception about just what this model entails, how it works in practice, and what it means for the three roles that are involved. The night before our next meeting, Leia, Chris, and I will be offering a program here at the church to explain this model more fully to the congregation. (It will be, in some ways, a "dry run" for the workshop we'll be offering at General Assembly, which has been titled, "Moving From Clergy-Centric to Collaborative Leadership.")

In my Annual Report for our Congregational Meeting I assert that our seemingly systemic budgetary shortfall is the result of a larger cultural shift affecting the fundamental assumptions on which liberal religious communities base themselves. We need to ask, as I said there, not only "can we afford to be the kind of

church we want to be?” but also, perhaps more pointedly, “what kind of church *can* we be in the 21st century?” I am not alone in noting that the current models no longer work. This does not worry me, however. I still believe firmly, as I said during candidating week, that Unitarian Universalism is an experiment in religious community and that our local congregations are the laboratories. I think that communities like ours may be ideally suited to creating the new forms that are needed. (New forms of program content and delivery; new forms of funding; new forms of professional and lay leadership; new forms of space use; etc., etc., etc.)

Pax tecum, friends ...

Erik

Director of Faith Development's Report

Report to the Board May 2015

Leia Durland-Jones, Director of Faith Development

Children's Programming Highlights:

- Children's artwork from an RE activity earlier in the year was used to make bookmarks that were gifted to the church's elders at the annual Elder's Dinner.
- The 4 year-olds through 4th graders voted on the distribution of their Children's Worship offertory money and decided to purchase a family bench for the church playground, donate money to the Rockfish Wildlife Sanctuary and to sponsor (provide money that goes towards educational support) a high school youth from our partner church in Nongkrem, India.
- The formal Children & Youth RE year wrapped up on May 17. A celebratory Sundaе Sunday, sponsored by the Children & Youth RE Committee, was enjoyed by all. Religious Education volunteers received thank you gifts for their support (this year a book and moon vine plants.) We are grateful to all our volunteers for their dedication and service!
- The RE Committee has identified the special events that the committee will sponsor or co-sponsor next year: Balloon Sunday, Fall Chili Cook-off, Winter Holiday Party, PJs/Pancakes/Pledging and Bingo, and a multicultural after church potluck in the spring.
- Preparations are underway for the 2015-2016 church school year.
- The “Kids' Summer Fun” program for nursery through 12 year-olds begins Sunday May 31 and runs concurrently with the 10AM worship service.

Youth Programming Highlights:

- 5th-6th grade youth group plans to meet over the summer for a pool party.

- Our 7th & 8th grade OWL program had a fun and lovely closing celebration at the Landis' home on May 3.
- Our ninth grade youth group will wrap up their church year on May 30 with a camp-out at the home of the Landis'.
- A group of our 9th-12th graders participated in Habitat for Humanity work day on Saturday May 16th under the guidance of Mike Ludwick.
- Many of our 9th-12th grade youth will leave for the Appalachian Service project on Sunday June 7 and returning Saturday June 13. We have 28 youth and adults from TJMC participating! A big thank you is due to Pam McIntire and Greg Townsend for their leadership with this event. Edgecomb's also deserves our appreciation for the loan of one of their vehicles for the trip.
- Many thanks to the advisors and parents of youth who stayed after church on Sunday May 17 to break down the rooms in Summit House and prepare the space for the renovation work which began on May 18.

Adult Programming Highlights:

- As noted in my report to the Board last month, some of our AFD classes this semester were very well attended and others were not. About 25 people participated in the talk given by Henry Wiencek, 15 people attended the Erik's class about the Resurrection, the African potluck was a great success, 11 people participated in "Being a UU Parent." Many other AFD offerings only had 3 or 4 people attend and while the programs were meaningful for the attendees, it is questionable as to whether classes which such small participation are the best use of facilitator time and energy. The Triune is conducting an assessment of our AFD offerings and considering plans for the coming year. We invite your input.

Worship

- Erik led Children's Worship on April 26 on the theme of our partner church in Transylvania.
- We offered a ceremony of Child Dedication on May 3 and dedicated Mac Malloy. We are offering a second ceremony of Child Dedication this month on May 31 with the intention of inviting participation from families who may have missed an earlier opportunity to have their children dedicated (when their children were infants or toddlers.) There has been a request for an "older child" dedication ceremony and we want to be responsive.
- Our Wednesday Worship service continues to be a lovely opportunity for a mid-week sacred pause. I am grateful to Cindy Mick and Maggie Ober co-leading Wednesday Worship with me.

Other

- Erik, Chris and I have been meeting regularly and working hard! We look forward to presenting to the congregation the workshop about the Triune on Tuesday May 26. We anticipate making a video recording which we will post to the website.
- I met with the Board President and the President Elect on May 18 for my annual assessment.
- Elaine Chapman, Chair of the Children & Youth RE Committee, will host a table on Sunday May 24 following the worship service to invite members of the congregation to write a brief note in response to one of the many letters we have received from our partner church in India. Our children and youth have responded to some of the letters but there are many that still need a reply. We hope you will stop by and write a short note.

Director of Administration and Finance's Report

Membership Report

TOTAL MEMBERSHIP as of March 31, 2015: 437 including 14 youth members

Add:

Geoffrey Springer, April 19, 2015

Drop:

TOTAL MEMBERSHIP as of April 30, 2015: 438 members including 14 youth members

Sally Taylor

Membership Tracker for Membership Committee