

Thomas Jefferson Memorial Church
Unitarian Universalist
BOARD OF TRUSTEES APRIL MEETING
April 20, 2016

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 2015-16

- Demonstrably improve the way the congregation experiences the ministry
- Build a plan to ensure TJMC's financial health
 - Establish working Stewardship Committee
- Re-address Triune model
- Create Campus Management Plan to identify and prioritize capital projects and prepare maintenance plan
- Keep commitments for the successful roll out of the Strategic Plan
- Embrace Beloved Conversations

Board Members Present: Erik Wikstrom – Ex Officio, Amy Davis – Treasurer, Sally Taylor – Vice President, Laura Horn – President, Ann Salamini – Secretary, Christina Rivera – Ex Officio, Anita Holmes, Marlene Jones, Walt Megonigal, Leia Durland-Jones – Ex Officio,

Breck Gastinger, David Mick, Karen Ransom – President Elect,
Katharine Maus

Board Members Absent:

Guests In Attendance: Jeanine Braithewaite

**I. Opening--(25 minutes total) Opening/Closing Words (Amy),
Snacks (Amy), Time Keeper (Walt), and Process Review (All)**

1. Opening words – Amy
- 2.
3. Check-in
As of May 7th, Christina’s job as Director of Religious
Education at the Waynesboro Fellowship will end.

4. Acceptance of Agenda
MOTION: Accept the Agenda.

Unanimously approved.

4. Public Comment –

5. Correspondence
LETTERS TO BOARD FROM BELOVED CONVERSATIONS
PARTICIPANTS

Board Members, TJMC
3-10-16

Beloved Conversations is an incredible journey, reflecting on self and other, specifically with oppression in our world, country, community. This journey, in covenant, with others, is likely to have been the most profound and lasting adult faith development for me!

I simply cannot, and will not, look at things with the same lens. My wish is that others who want, and maybe need, this experience, may engage in a similar journey of self-reflection, listening and a change of being in life and justice.

Simply,
Elaine Chapman

To the members of the TJMC-UU Board of Trustees,

As we wind up this series of Beloved Conversations, I write to the Board to express my gratitude that you chose to make this one of your goals for this

church year. I encourage the eight members of the current board who were not able to participate this time to make Beloved Conversations a priority the next time it is offered. This experience provides important learning towards building the beloved community.

In faith,

Rev. Jamie McReynolds

TJMC Board

3/10/16

Dear Board,

I'd like you to know how emotional and difficult anti-racism work is.

TJMC needs time to get the work broad and deep within the congregation.

In my Beloved Conversations group, I found much help in thinking about my own racism and found some things I can do about it. I also learned how deep it goes in our society. I recommend the program to the congregation as a whole.

Shirley Paul

TJMC-UU

Blinded by Whiteness

Beloved Conversations

The fog is lifted

Thank you for everything!

Bob Gross

Some thoughts I might like to pass on to the TJUU Church Board:

1. Black Lives Matter. Of course, others do too. But to change the name of the project to attempt to include "everyone else" as well, just diffuses the legitimate emphasis of this project.
2. The "Black Lives Matter" movement is very worthy of our support. And the pattern of discrimination against black lives does have very particular history and characteristics.
3. We (TJUU) should continue our study of the subject, and help where we can.
4. Frankly, I doubt that most of us know (have any real understanding of
 - 1) What problems of this kind actually exist in Charlottesville, or
 - 2) How we actually could best help address them.
5. As we continue to humbly study this subject, we should also move to doing things that are helpful asap.

A dilemma I feel / see:

1. Most think they understand the situation of "racism" well enough, and are unlikely to spend much time in studying it further.
2. Most also really don't "see" much they could actually do themselves.
3. Very few are in a place now where they actually intend to shift their attention

and behavioral support away from something else (other worthy cause), and to this cause.

4. A different kind of dilemma is: How to really help some individual we actually know, right here in our congregation? I could give examples.

So the best lingering question is: How best to move ahead now?

Some suggested readings (and I'm sure there are many others):

Ghettoside (J. Leovy).

The Covenant with Black America (T. Smiley)

New Perspectives on Racial Identity Development (C. Wijeyasinghe, B. Jackson)

The Truly Disadvantaged (W. Wilson)

Dear White America (T. Wise)

The New Jim Crow (M. Alexander)

The Price of Inequality (J. Stiglitz)

Voices of Freedom (H. Hampton, S. Fayer)

The Working Poor (D. Shipler)

On Prejudice (D. Gioseffi)

A Different Mirror – A History of Multicultural America (R. Takaki)

John Anderson

March 14, 2016

To the TJMC-UU Board and Congregation,

I have been interested in racial justice and the civil rights movement since I was a teenager, but it has only been in the last few years that I've recognized that **whether I want to be or not, I am a collaborator in a system that has systematically raised whiteness above people of color, not only in our country socially but in government policies.** I've also come to realize that while recognizing this, it doesn't help for me to feel guilty or wallow in sadness, outrage or hopelessness. I see now that those of us who are considered to be white need to work on ourselves and other white people with the goal of ending racism. I see this as so central to our country and our faith that we cannot simply delegate a small action group to deal with it. *We all* need to play a part.

So as a participant in the first round of the Beloved Conversations program and as a member of the Public Witness subgroup of the Racial Justice Steering Committee, I am asking you to step up to the plate. Here are my requests:

- 1) Offer Beloved Conversations again in September with the goal of having the entire Board participate, along with as many others in the congregation as possible.
- 2) Commit personally to understanding structural racism and our roles in it. One

way to do this for those of us who are white is to read *Waking Up White and Finding Myself in the Story of Race* by Debby Irving.

3. Become aware of microaggressions and ways to intervene. In our Beloved Conversation group this proved to be difficult and to require ongoing practice in ways to be effective.

4) Acknowledge that becoming an anti-racist person / church / society is a process. Most of us are just taking small steps on a long road. We all are needed for the walk.

Working towards a more just church and society is fundamental to our Unitarian Universalist faith. Please actively join in the process!

Sincerely,

Linda Dukes
Member since 1983

March 16, 2016

To Whom It May Concern:

Since Beloved Conversations Started 12/4/15, it seems to have organized my thoughts and focused my actions and words in ways that may be useful. I have become more aware and more able to do things and speak about situations than before. Beloved Conversations is a very worthwhile exercise in deepening knowledge and articulation of what's needed for us to start building a beloved community.

The Black Lives Matter movement has drawn me to it and I was grateful to Kate (Fraleigh) when she had her meeting at Summit House before she went to Florida. My main concern about the movement is less about the sign (although that's certainly something I favor). But my focus at this moment is on how to close the gap between supporters of the movement and those to whom "All Lives Matter." I feel we must find ways for the All-Lives people to join the Black-Lives people. An article I find persuasive is one written by the director of Central Virginia Restorative Justice in his just-received newsletter.

Restorative justice seeks a way of addressing criminal behaviour. The legal system is adversarial and great harm and damage are inflicted on the lives of perpetrators and their families with little or no satisfaction or closure to victims, who may even be in danger. Restorative justice works through mediation on behalf of nonviolent juveniles and adults. It attempts to bring all parties together to expose the harm done, and create understanding, restitution, and if possible, forgiveness – a far less damaging process.

Many years ago David Saunier founded Central Virginia Restorative Justice. The article in his current newsletter lays out a way the All-Lives people can join the Black-Lives people without losing face, so in line with the aim of restorative justice.

In support of the Black Lives movement's focus on the adversarial legal

system: We in the U.S. are organized by the Constitution and based in law. One thing the Beloved Conversation cannot emphasize because of its very nature is the importance of the law in everything we have and everything we do in this country and the role it plays in racial, sexual, gender, labor, economic, and social discrimination. I hope that we, the members of this church, can develop a curiosity and a desire to educate ourselves about what African Americans want.

Along with acquiring and keeping a living-wage job, one of the most important issues in the lives of African Americans and everyone else is the environment their children are growing up in. They may be middle-class or low-income, but they want their children to be educated so some of their dreams may be realized, and they want them to be able to stay out of trouble.

For the last 10 years or so, city leaders have leaned toward being more helpful in attempting to solve some problems of low-income residents. PHAR (Public Housing Association of Residents) has worked tirelessly to get the housing authority commissioners to recognize the needs of their residents. Believers and Achievers (peer-support for ex-offenders and their families) is having difficulty with attendance. The city is trying to help but sometimes what it provides doesn't fit the need. People need jobs, so the city developed a program of mentors to help people who hadn't worked for a long time go through the hiring process. Residents were trained as mentors. But it didn't work as well as it might have because the people couldn't earn enough to pay child care and that's what's needed.

Thanks to Jeff Fogel, Emily Dreyfus and many others, the city is finally collecting data showing there is indeed disproportionate minority contact, of juveniles as well as adults, on the part of the police. The City of Promise has its funding finally and its work has begun. City of Promise is based on Geoffrey Canada's program in Harlem enabling children to study and learn without fear of gang involvement in their lives.

About making housing affordable to low-income residents, Kathy McHugh of the city has been working very hard for several years to find ways to change city policies so as to address the near total lack of housing affordable to people below the work force level – the underemployed, unable to make a living wage. But it is the general assembly that will have to make far-reaching changes if noticeable progress is to be made.

The city is starting to organize the activities needed for redevelopment of public housing sites and the SIA. The SIA is the strategic investment area roughly between Ridge and Avon Streets, running south from the old Martha Jefferson Hospital to Belmont Park. It includes 3 public housing sites, Friendship Court, and the Ix property and everything in between.

Happily, the city has a job-training deal with local industry and some housing authority residents are taking advantage of that.

I expect the housing authority would be delighted to see us at meetings of the board of commissioners, PHAR board meetings, and resident services committee meetings. And the city might feel they were doing something

worthwhile toward our concern for black lives if it saw us attend meetings of the DMC task force (Disproportionate Minority Contact), City of Promise steering committee, and Housing Advisory committee.

Edith Good
293-4044

Thanks for the level of deep sharing from those who participated in Beloved Conversations.

II. Reports

1. President's Report (written) – Laura Horn

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

The thank you letters to those nominees for the Connie Cheetham Award who were not selected this year, are ready for Board signatures.

The current year annual reports are almost complete.

3. Treasurer's Report (written) – Chris Rivera

Scrip and rental revenues will be under projection in this year's budget. Otherwise there is nothing remarkable in the financial state of the church. Next month I will share my recommendations to the Finance Committee on how to reconcile this.

The auction has turned around and is now in good shape. Staff took on calling merchants and folks who had offered dinners last year to solicit additional offerings. There were also targeted asks for specific items that were missing from this year's catalog.

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

Question – How does one access your blog? – There are links on the church's website and Facebook page.

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

There has been tremendous response from parents of preteens and teens for a monthly gathering under Adult Faith Development. It has been held once and was well received. There is a surge of interest around this offering.

The Lip Sync event will be held this Friday. All are cordially

invited to this fundraiser which arose from the last auction. Please RSVP for dinner.

Leia passed around pages of photos from the recent congregational meeting on public witness and African pot luck dinner / drumming celebration.

6. Director of Administration and Finance Report – Christina Rivera

There is a racial justice event scheduled at the Waynesboro Fellowship on April 30th. It may be overbooked, in which case it will be moved to TJMC.

7. Membership Report (written) – Sally Taylor

8. Board Liaison Reports

- Revenue Task Force (written) – David Mick
David brought a list of possible names for new members.
- Communications Task Force (written) – Achsah Carrier
- Leadership Development Committee (oral) – Karen Ransom
 - LD is struggling to complete the slate of nominees for the May 15th Congregational Meeting. There are still unfilled positions. Please help with this if you are interested.
 - There will be a week long intensive leadership training in Williamsburg in July. Registration requires a team of at least two persons from a congregation. Youth are eligible to participate. This is a training for active leaders who want to dive deeper. Alex McGee is interested in going.
- Personnel Committee (oral) – David Mick
 - Based on a budget surplus last year, the Board voted to give a 1.75% Cost Of Living Adjustment from January through June, 2016. The Personnel Committee is recommending to continue that COLA into the new budget.
 - From the minutes of the last meeting, David reported that they voted unanimously to recommend to the Board to move toward adopting UUA recommended staff compensation guidelines.

III. Consent Agenda / Electronic Motions

1. Record electronic vote on the following motion which was developed at the April 6th budget meeting of the Board:

MOTION: It has been moved (by Karen Ransom) and seconded (by Ann Salamini) that we request that the pledge committee extend the pledge drive with the goal of raising a total of at least \$425,000.00 by May 15. We pledge our help to them in doing so.

Passed with one vote in opposition.

2. Approve March 2016 Draft Board Minutes.

MOTION: Approve the Consent Agenda.

Unanimously approved.

IV. Old Business

1. Second reading and comment on Board and Staff goals – Erik and Laura (10 min total) (This is the third quarterly review to monitor progress. In this brief time, we expect presenters to highlight any major accomplishments; to note any initiatives that need extra attention; and to note any goals we wish to update.)

Erik reported that the senior staff assessment of progress toward their goals remains unchanged from the report offered last month. They are glad to answer any questions.

This is a summary of Board goals:

- We have definitely improved the way the ministry is experienced by congregants.
- A financial plan is being developed.
- Staff is reconsidering implications of the triune model, based on questions that have been raised in discussion with the Board.
- We have the beginnings of a campus management plan.
- The Strategic Plan quarterly review will show major accomplishments.
- Beloved Conversations has been attended by those Board members who could make the time commitment. Antiracism work will continue to be lifted up.

Discussion – The periodic review of Board and Staff goals improves our success rate by keeping us focused. Staff members have

also found it helpful in clarifying and prioritizing their work, knowing the Board's preferred direction.

Will Beloved Conversations be offered again? – The facilitators are still in dialog on this point. There is a significant cost for the program. We will continue some kind of antiracism training.

2. Strategic Plan review – Breck (15 min) (Again, we expect to highlight any major accomplishments; to note any initiatives that need extra attention; and to note any goals that we wish to update.)

I found it really helpful to do this Strategic Plan update the month following the board and staff goals - it made tracking the updates much easier! However, it also means that some of the ground has already been covered. I will therefore briefly highlight a few observations:

- We have done some big lifting over the past year! (Campus Renovations, Communications, Governance, Program budget and Social Justice work among many things)
- There continue to be positive developments on multiple fronts, and the staff focus on this work and respect for the plan has been commendable.
- Important strides towards campus maintenance plan, grounds master plan pending
- Stewardship Levels and funding squarely in the spotlight during budget season
- Work still to do on issues of volunteerism, follow through on Governance, denominational connection.
- Lots to be proud of, keep eye on the ball for tracking feedback

As always, I welcome feedback, additions and edits.

The work that Staff and senior leadership have done in their reports to monitor Staff and Board goals has helped in monitoring the Strategic Plan. Collectively, these three reviews really give a sense of how we're doing. We have accomplished a great deal during this year.

Some next steps:

- The Communications Task Force report this month addressed some next steps for the group, post website. This remains an open question.
- The Campus Maintenance Plan and Grounds Master Plan are

the major points under physical plant. There is movement in these areas, which will need the Board's continued support.

- We are squarely in the midst of questions on Stewardship and the budget. We'll have a better sense of how we're doing over the next few weeks.

Discussion – How close are we to looking at the next iteration of the Strategic Plan? – We're getting close – probably next year.

There is a quick assessment tool included in the Strategic Plan Review PDF intended to take a step back from how we're doing on initiatives and look at the larger goals. It would be useful to do this at the end of the year. Are we getting at the overarching goals? It would help set goals for next year and move into the next Strategic Plan.

Will there be a Strategic Plan update for the congregation in the May Congregational Meeting? – We'll discuss that under the item on planning for that meeting. It would be valuable if there is time.

3. Budget and Pledge considerations – Laura (30 min) (We expect to bring an update from those working on the budget; they will have scrubbed expenses and suggested priorities for adding in initiatives as revenue increases.)

Laura reviewed the current status – The pledge drive today sits at \$360,000. We have voted to extend the pledge drive. We are gathering matching funds and are recontacting people who have not pledged or who have lowered their pledge. Adam Slate, co chair of the pledge committee, puts the remaining “pledge opportunity” at a maximum of \$419,000.

What we can do to help:

- Change your pledge if you are able.
- Contribute matching funds.
- Suggest names of people who might be receptive to offering matching funds.
- Help make calls.

At the informational meetings on Sunday, April 24th and Wednesday, April 27th we will engage congregants in a conversation on the remaining gap: where to cut non program expenses, what programs to cut if necessary and how much risk we are willing to

work with. We hope to have a high turnout of Board members at these meetings.

After these conversations, the Board or a subset will hold another budget meeting to decide what to take to the May 15th Congregational Meeting.

Chris continued with ideas on how to conduct the informational meetings. There are congregants who really want to dive into the specifics of fundraising line items, etc. At the conversations, be present to this and express the reason the Board wants to talk about the budget in terms of larger categories. Talk about each of the ministries in terms of the component parts. Responding to people's anxiety about the gap, concentrate on program areas that the Board should look more deeply at in terms of trimming programs to cut expenses.

Another major point about the budget considerations should be that the expense side has been trimmed and trimmed over the years. The more important conversation needs to be on the revenue side. What revenue sources are under realized? What excites people? What can we do differently? We have energy behind Bed and Breakfast; what else can be expanded? Along with that, in order to realize these additional revenues, do we need to redirect staff resources?

So, shifting the conversation from cutting to finding additional sources of revenue will go a long way to making the conversations productive.

Discussion –

- Is there some representation of historical staff compensation levels to reference when questions arise? – There is a fact sheet. One side addresses staff expenses to refute the idea that they are the problem. The other looks at increasing pledge levels to solve revenue woes, suggested pledging levels, and the reality that shrinking pledging is a problem among all denominations.
- Even adding revenue streams, we won't have closed the budget gap by the start of the fiscal year in July. We will have to manage the budget as the year goes, making cuts if and as necessary. History says that we will achieve sufficient fundraising to be able to manage any budget deficits. That is why we can be confident that we will be able to manage this gap.

- Some people may be remembering the \$600,000 budget which had to be reworked at a second congregational meeting during the summer. They may worry that we're doing that again.
- At the conversations, keep in mind that people will be looking for specific answers to their specific questions. Stay curious and redirect questions by asking what the questioner thinks. These meetings are not set up to provide concrete answers, but to let the Board hear from the congregation. The answers will come at the May 15th congregational meeting.
- We're hoping to hear what people love and what their fears are.
- How much is this budget over last year's? – 6.5%
- Once we've learned from these conversations, we need to craft a proposed budget. Once we call a pledge total, we identify non program costs to cut, identify what we're trying to accomplish with our programs, and arrive at a gap that we're all comfortable with. The congregation will want a closed budget. We need to say what we will add back as revenue comes in.
- There is no easy way to do this. We may have to go in with an open budget this year. I don't see how else to do it. We can have a list of backup suggestions
- When we decided to cut IMPACT from the budget last year, people stepped up to contribute toward that. How difficult would it be to change the bylaws to allow targeted contributions? – We went to a program budget to demonstrate that church administration is a necessary support of the programs you love. If we have IMPACT in the line item budget but no staff support of IMPACT, it will falter. – People want to give to what they love. We should find a way to allow that without ceding the Board's responsibility to fund the church. This is an idea for Stewardship to work with. It won't solve the immediate problem. – That's how we paid for the pew cushions and hymnals. And that's how we'll likely pay for the boiler when it breaks.

How will we take the information we gather and turn it into the budget we take to the congregational meeting? What guidance do we have for the group that works on this?

- Closed (balanced) vs. open budget – One way is to present a

closed budget with a prioritized list of what goes back in as funds become available.

- We could include italicized line items which are prioritized.
- We could identify and prioritize non program lump sums such as contributions to UUA and campus management which could be cut.
- Revenue TF should have a focused meeting to identify a reasonable amount for new revenue streams in the next year. From these reasoned budget estimates, we can adjust expenses as the revenue does or does not come in.
- How often have we had open vs. closed budgets? – It can be a bit of a misnomer. Last year we approved a closed budget with an aggressive fundraising line item that we didn't know how we would meet. But we are meeting it. We took it on faith that we would find ways to make it happen and we have.
- Is there conventional wisdom on the percentage of revenue supplied by pledging in healthy congregations? – In the 80% range. – And across the board, churches are finding that pledge levels are plateauing out. – Healthy congregations our size have to be sitting on a handful of revenue streams.

Who sees themselves as a good facilitator for the informational meetings – listening, writing, being curious, keeping order? Karen will facilitate both meetings and Ann will take notes. As many other Board members will be there as possible.

Who wants to take part in the extra budget meeting? – We will all try to be there. We should pick a date – the most people can come Thursday, April 28th at 6:30PM. Come with your list of deferrable non programmatic items and a sense of what spending can be deferred and how it will reenter the budget as funds prove to be available.

Thank you all – this is the hardest part of the year.

BREAK AND GRATITUDE CARDS - (10 min)

V. New Business

1. Processing of the April 17th Congregational Meeting – Laura (5

min) (We expect to enjoy together the memory of anything that went well, and point out things to do better in May.)

What did we do right and want to do again?

- We had teenagers involved so people won't get up to speak and break their hearts (very persuasive)
- The slide show was wonderful – would be a great help on the budget
- The Board's advance preparation and being proactive paid off.
- The youth want to sell food before the May 15th Congregational Meeting – bagels, juice, coffee
- Check-in was aided by dividing names into alphabetical groups. The signage was good.
- We should encourage people to eat in the sanctuary to move things along.

What can we do better?

- The slides went by fast and some of the printing on the program budget was hard to read.

2. Planning for May 15th Congregational Meeting – Laura (10 min) Walk through of the agenda. (We hope to replicate roles from the April congregational meeting as much as possible, adjusting to include those board members who were not at the April meeting.)

Discussion - Repeat job assignments from the April 17th Congregational Meeting.

3. Introduction of Board Assessment Tool – Laura (5 min)

What are your thoughts on this tool? How can we improve it?

Do you think it will be useful?

- The response categories aren't very revealing. (Mostly true, mostly untrue, I don't know) The comments will be the most important information. In a sample this small, you can manage extensive comments.
- Strongly agree, strongly disagree would be more meaningful.
- People might be more willing to admit to "I'm not sure" than

“I don’t know.”

- Don’t use a survey for 10 to 12 people. The size is statistically meaningless.
- This isn’t a survey for data analysis – questionnaire might be a better name for it.
- This is really preparation for a group discussion.
- It might be more accurate to call it a reflection tool as opposed to a survey, prompting people to prepare for a conversation.

This tool will be put into some electronic forum for ease of filling it in and collating information.

VI. Closing Activities (10 minutes)

1. Process Review (all):

- How do you know when an agenda will balloon and when it will come in short?
- We underestimate how long the little things will take.
- This was a pretty good meeting; people listened. Some very good news was shared and exciting things are going on.
- I’m ready for more.
- Good energy in the room. People came ready to engage and listen. Hope everyone feels heard.
- This is a good table set up – gives a bit more space.
- Leia’s meeting with kids and parents is a good opportunity to engage parents to do other things in the church.
- I appreciate having screen projection so we’re looking at the same thing.
- I’m still concerned about the budget process. I anticipate a rougher time at the congregational meeting than we’re admitting. Trying to pad a budget for this big a gap is a bridge too far.
- I liked the tone of the meeting. I’m impressed that we’re finishing early.
- I’m exhausted.
- I feel the weight of the budget and the gap, and an awareness that there is more money out there, but it will take hard work to get it. I appreciate everyone’s willingness to work on it.
- I think we’re poised to do some things with revenue.

- I don't want to be here again next year at this time.
- Can we do the two minutes of silence at the end of this meeting?
- I'm concerned about the budget and having nominees for the Board next year.
- Good meeting.

2. Things to do / communicate –

--Karen will lead budget discussions

--Ann will take notes at budget discussions

--All – budget meeting Thursday, April 28th, 6:30PM. Come with list of expenses to defer and priorities for adding back in.

3. Closing words – Amy

Parking Lot -

Upcoming Dates

---April 28, 2016 – Board meeting on the budget (6:30PM)

---May 14, 2016 – Outdoor Work Party

---May 15, 2016 in place of 2nd service – Congregational Meeting

---June 4, 2016 - Transitional Board Retreat (8:30AM - 3PM)

President's Report

President's April 2016 Report to the board

Hi friends, Here's what captured my time and talent this month:

Canvas

Worked with pledge team, made stewardship calls, made phone calls to members who had not pledged after our deadline. Collaborated and worked with Leia to communicate with RE families. Signed, with joy, beautiful, tall stacks of thank-you letters. Celebrated, with so many of you, in our new, fabulous lower hall.

Collected, already, \$3,000.00, offered as matching funds, to continue the pledge drive.

Budget

Worked with board and staff on 2016-2017 budget and scheduled meetings for congregational feedback. Scheduled, planned and led extra board meetings and work sessions. Done alone, the work is opaque. Done together, it is illuminating.

(Long-range) Stewardship

Worked with team under Wik's leadership to identify first actions & responsibility. We all have our reasons for being part of the stewardship team. For me, it's a drive to do year-round stewardship—talking to members all year long about their experience of our church; helping them make manifest their vision; keeping their stories to guide and inspire us. For me, it's about consolidating what we know about the pledge drive, what best practices tell us, what successful churches do—and making far-reaching changes. And yes, I hope this will be the last year of the annual canvass. Think of what we can do with that time, talent and energy.

April Congregational Meeting

With many of you, created agenda, outline, roles and supporting material for specially-called Congregational Meeting.

Thanks to Jen Caswell Colbert for her deft hand in creating a script; to Christina Rivera for managing the mailing; to Amy Wissekerke for being our Roberts Rules of Order Ranger, and to Al Reynolds for being our Parliamentarian.

May Congregational Meeting

Began work on May annual meeting agenda.

End of Year/Beginning of Year Board Retreat

With Karen, and others, continued to refine plans

Board Assessment Tool

Drafted and refined a tool we can use to assess how we are doing together as a board. Goal is to have a quickly and easily completed, simple tool that we can use to support reflection of what is working well for us and what needs adjustment. Thanks to Exec. Staff and Executive Committee for feedback and revision.

The survey is included in this packet for your review and feedback—not for completion. I want board input on the tool; I'll revise it and get it into Survey Monkey or the form of our liking for completion in April.

Board Goals

Scheduled 3rd quarter review of board goals, now in April meeting

- Demonstrably improve the way the congregation experiences the ministry
- Build a plan to ensure TJMC's financial health
 - Establish working Stewardship Committee
- Re-address Triune model
- Create Campus Management Plan to identify and prioritize capital projects and prepare maintenance plan
- Keep commitments for the successful roll out of the Strategic Plan
- Embrace Beloved Conversations

The Model Formerly Known as the Triune

With help from staff and board, I will continue updating the congregation on where we are with the model of senior staff leadership, once known as the Triune.

We want to continue communicating that we are not currently on a path to affect any changes to job descriptions, letters of agreement, compensation, or bylaws. After presentations to our board and congregation, presentations and dialog with other UU professionals, and gathering a lot of input, we decided that it made sense to pause. In that pause, we can evaluate what are the most important pillars of the model, and think carefully through all the implications. We didn't walk closely enough with the congregation in breathing life into this approach. We have begun to correct that by gathering input; and we will continue to be in dialog as we contemplate how this model ripples through our church structure and life.

And in spite of the inartful way we brought this forward, it is good to remember the Triune's origin story: It began as a bold experiment in

response to the disconnect between our Unitarian Universalist values of equity, fairness, justice, and “shared ministry,” and the way staffing – and its relative power dynamics – are traditionally embodied in our congregations. Especially, it grew from a strong wish that our Director of Faith Development—the minister to our children and their families—be accorded the autonomy, authority and respect that job deserves. Our anti-oppression imperative is the foundation of, and fuel for, the new model that we sought to create and we continue to seek to create.

My own spirit and faith

I joined a fifth-Wednesday gathering that Wik hosts to provide pastoral and spiritual support to those who serve in leadership roles in our church. As one of my colleagues noticed, it was intensely good to go to a meeting at church, without having a job to do. Or having one to do when we left. I found myself renewed and uplifted by the power of being ‘ministered to’ by the room full of people who gathered and by RevWik.

Vice President’s Report

Vice President’s Report
April, 2016

The Connie Cheetham award was presented to Margaret Gorman during both worship services on April 3, 2016. The text of the presentation speech will be in the next bulletin and will be posted on the website under the news section. One congregant suggested that in the future we ask the previous winners of the CC award to stand at the beginning of the presentation to give the congregation another chance to recognize them and see that the winners are still active in the congregation. It might be ceremonial to ask them to come forward to greet the newest recipient.....just a thought.

I emailed the a copy of last year’s annual report to the chairs of the various groups, committees and councils and requested the 2015-2016 annual reports by April 15. I am putting together a notebook which will be available at the May Congregational Meeting and after that in the office as required by our policy manual.

The job descriptions for all the groups, committees and councils have been found, both the paper version and the electronic version. Both are now available in the church office! As soon as the annual reports are all turned in, I will be emailing the job descriptions for the groups, committees and councils to their chairs with the request that they update them if needed or approve the copy that I have. I would like to have updated job descriptions by June 1 so that they are available at the Board Retreat and so that my successor can start with a clean slate.

The work parties continue to make progress on doing the repairs and painting projects identified by the Campus Management Committee. The interior of the two LH Kitchen closets are painted as are the doors to the storage area in LH 2. The Edgewood Lane columns have one coat of paint and we began painting the baseboards in that hallway. The underground drains for the gutter downspouts were cleared and 8 bags of leaves were removed from the flat roof and disposed of. A lot of deep cleaning was done in the breezeway and kitchen. A cutoff valve was installed on the CP sink and then the leaks in those faucets were fixed. The Summit side porch was given a coat of opaque stain.

Sally Taylor, Vice President

Treasurer's Report

Report from the Treasurer –

Three quarters of the way through our church year, we have revenues of \$382,643 and expenses of \$361,987 for a surplus of \$20,655. This surplus will rapidly decrease in the next quarter as one-time yearly expenses are paid. Our revenues are slightly lower than target at 72% or almost three-quarters of the full-year budget. Expenses are 68% of our full-year budget.

The Finance Committee, Board of Trustees and staff have worked hard to bring you this program budget a full month and a half earlier than last year. This allows us more time to receive your feedback about TJMC-UU mission priorities and pledge resources. The final Board-approved budget will be presented to the

congregation for approval at the May 18th Congregational Meeting.

Lead Minister's Report

Lead Minister's Report to the Board -- March 2016

Worship

Before this month's meeting I will have begun recruiting for the new Worship Weavers to join the Guild. (Members serve for three-year, staggered terms, so there should always be some new faces along with more experienced hands.) I'm also working with Rev. Alex, Leia, and Scott (along with the lay Weavers, of course) to further refine the expectations/responsibilities for Guild Members. These changes will be launched with the 2016-2017 church year. In its simplest form, we will be moving to a model in which more of the responsibility for week-to-week planning will fall to the professional staff, while also functioning as more of a true "guild," in which what is asked of each Weaver is paced with their demonstrated readiness. A refined approach to advance planning will also invite greater participation from the larger congregation in responding to the various monthly themes.

Adult Faith Development

Leia and I have begun to think ways to return to the kind of intentionality that used to be present in the choice of AFD programming – is there something for newcomers and those who've been around here for a while? Is there something social justice focused and something that speaks to day-to-day life? Is there something for the mind and something for the heart? To this end we will be actively engaged with the Racial Justice Education subgroup so that there can be strategy in their offerings with an eye toward *moving* the congregation along, as well as others who are offering program that could come under this umbrella.

Community Building

By all accounts – that I've received at least – the first Leadership Circle was a success. Fifteen people participated of the thirty who were invited. All spoke appreciatively of the opportunity to *be* with one another – with real *silence* even! – rather than the usual mode of *doing* all the time. The next Circle will be on Wednesday, June 29th.

I am now meeting monthly with what I'm calling the Racial Justice Steering Committee's Executive Team. There is a *lot* of energy among all those interested in issues related to racial justice and, as could be expected in a UU congregation such as ours, there is the possibility of that energy being dissipated by moving in too many directions at the same time with little (to no) coordination. My goal with these monthly meetings is to better help the Chair of the Steering Committee – and two of the most active members – to “herd the cats.” This isn't easy, but it is essential – not only for the energy that could be lost if we don't but also for the lost opportunities for deepening relationships. I continue to look for ways to bring a more networking/collaborative approach to any area of church life where it might be both welcome and useful.

The Committee on Ministry was very grateful (as was I, personally) for Marlene's initiative in coming to our most recent meeting in order to share ideas to be more present to the congregation. Recognizing that this year has seen a tremendous increase in visibility, Marlene also noted that this isn't a congregation that is overly responsive to invitations to “come talk to us.” Instead she suggested doing something proactively to establish in people's minds the existence and purpose of the Committee. After she left we discussed a number of possibilities, including sending a letter annual to all members identifying who is on the Committee, how to connect, what sorts of things someone might bring to the Committee's attention, and also asking perhaps three quick questions – a very simplified “pulse survey,” if you will. We were all very energized and are eager to refine our thinking about just what we can do to be of more real service to the community.

Public Witness

IMPACT's bit Nehemiah Action is coming up – May 3rd at the Martin Luther King, Jr. Performing Arts Center. As of this writing we have 93 people who have committed to attending. The goal is to have 150 of us there. (That's roughly the average attendance at our Sunday sanctuary services.) If any of you have not been there before, it is truly a pretty impressive thing to be a part of – about 1,000 people from 27 very diverse faith communities all gathered in one place to “speak truth to power” and to leverage “people power” in an effort to create real change. The blog post I wrote this morning speaks to this

[<http://thetalkoftjmc.blogspot.com/2016/04/showing-up-as-blessing.html>], and the sermon on May 1st will address how being “a people of blessing” (the month’s theme) includes being a “blessing” by showing up for justice.

Several TJMC folks showed up at Lee Park for the press conference called on behalf of those wanting to see the statue of Robert E. Lee removed to what might be a more appropriate venue. It is my understanding that this subject will be taken up by the RJSC to see whether, as a group, they want to support this effort. While on the subject of things the RJSC is doing in the public arena, they have invited Dr. Rick Turner, President of the local chapter of the NAACP to speak at their meeting on May 15th. (The meeting will be advertised and open to all.) The work of creating meaningful partnerships in the community continues. (For my part, I continue to reach out to leaders in the African American community to expand my own network of relationships.)

Last Thoughts ...

I want to offer my thanks to each of you for the thought and heart you bring to the task of dancing into existence a budget that best reflects where we are and where our values call us to be. This time of year is generally fraught with a good deal of tension, and while some of us shoulder more of the burden than others we all are engaged and, I truly believe, all feel strongly the responsibility to “get it right.” I thank you for that, and also would remind us all that there really is no “right” to “get.” I know of no faith community who comfortably and easily matches their income and their expenses, worrying only about what to do with the surplus. There is always an element of faith, of trust – trust in the community, trust in “the unfolding of the universe.”
Pax tecum,

RevWik

PS – that last phrase, for those who are unfamiliar with it, is from the poem “Desiderata.” I proudly hang in each office I get to inhabit the framed copy of the poem that hung on my father’s office wall throughout his career. (If you’re not familiar with the poem, Google it or stop by my office sometime.) This particular line always makes me think of an old New Yorker cartoon in which a police officer has someone up against a car, arresting them, and saying, “You have the right remain silent, you are a child of the universe no less than the

stars and the trees. You have a right to be here. And whether or not it is clear to you, no doubt the universe is unfolding as it should.” And no doubt it is for us as well.

Director of Faith Development Report

Report to the Board

April 2016

Leia Durland-Jones, Director of Faith Development

The Children & Youth Religious Education Committee

The Committee continues to work hard behind the scenes to keep our programming for children and youth running smoothly. In order to work effectively, the committee is divided into subcommittees to carry out the work.

Special Events Subcommittee organized the very successful all church finger food potluck on Easter Sunday. Upcoming events include assisting with the African potluck Saturday, April 16 and offering support, in particular, for the family activities. This event interfaces well with the committee’s goal of co-hosting multicultural events. Our support of the potluck is also financial as the RE program budget will contribute one-third of cost of African drummer workshop.

Safety and Playground Maintenance Subcommittee reviewed the Disaster Preparedness plan and created a checklist for implementation. Many thanks to Sara Smith for her work on this project. The committee is grateful to Walt Megonigal for his repair of the termite damage to the playground’s play structure. A memorial bench in memory of Logan Gill for the playground is in process. The subcommittee will sponsor a playground work day later in the spring and wants to put down fresh mulch in the play area.

Helping Hands/Social Justice Subcommittee applied to have the IHS Meal Packets be one of the monthly social action collections. We will have one more meal packing making day on Sunday May 15. The group also identified organizations that the children will choose between for the donation of the Children’s Worship offertory funds.

Parent and Volunteer Support Subcommittee: completed the analysis of the mid-year feedback from RE participants. Response was overwhelmingly positive with some useful suggestions of things to

tweak. Thanks to Yvonne Chadwick-Mehta for her work on this project. The subcommittee is working on RE volunteer appreciation planned for May 22.

Children's Religious Education and Worship

In March, our Children's Worship services focused on the ministry theme of "liberation." March 7, was a Story Sunday and Erik began our exploration with all ages in the sanctuary for the first part of the service. Then, on March 13, the story in Children's Worship was *Zen Shorts* by John Muth which offered a Buddhist perspective on liberation. Alex led Children's Worship on March 20 and shared the Jataka Tale (a story from the Buddhist tradition) entitled *The Rabbit Who Overcame Fear*. March 27 was our multigenerational celebration of "A Rite of Spring."

The children created special "We are TJMC" signs as part of their religious education classes on March 13 in preparation for the canvass all church party and celebration.

Our children's weekly religious education classes for nursery through 5th grade continue to go well. Planning for the 2016-2017 church school year is underway. Registration for Summer Sunday Fun begins this Sunday April 17.

Youth Programming (11:15 service only)

- Our **6th & 7th Neighboring Faiths class** visited a local Buddhist group in March and have been learning about Hinduism this month. They will make a field trip to Richmond on Sunday April 17 to visit the Hindu Center of Virginia <http://hinducenterofvirginia.org/>
- Our **Coming of Age class (8th, 9th & 10th grade)** continues to meet weekly with their advisors and regularly with their mentors. The youth are busy working on their personal faith statements and beginning to plan the worship they will offer the congregation May 22. As a class, the youth will assist with serving at the Elder's Dinner in May.
- **YRUU (10th-12th grade)** continues to prepare for their Appalachian Service Project trip in July and completed a new shed at University Montessori, under the leadership of Larry Moulis, in order to bolster their knowledge of tools and building skills.

Adult Faith Development

- Sunday morning AFD programming is being well received. Alex has offered three sessions of *Deepening our Unitarian Universalism*. She will continue to co-lead this series with Achsah Carrier on April 24 (Topic: Philosophy of Religious Education,) and May 22 (Topic: UU Theology.)
- Erik is offering *Soul Matters* on the second Sundays of the month expanding on our monthly ministry themes. Please contact him to receive preparatory materials in advance of the classes. May 8: Blessing.
- AFD co-sponsored the “End of Life” seminar with Pastoral Visitors on April 9.
- UU Regional Gathering will feature speaker Chris Crass at Waynesboro UU on April 30. This is an excellent opportunity for members of our congregation to meet other UUs in our region *and* engage in some important personal faith development. I hope to see many members of the TJMC UU Board in attendance. Register here <https://blueridgeclusterunitarianuniversalist.wufoo.com/forms/zgdrw10rندان/>
- Erik and I are in the planning mode for next year’s AFD programming with a goal to have the fall classes lined up before the end of June.
- Wednesday Worship continues to be an important mid-week pause for those who participate and I am grateful to Cindy Mick and Maggie Ober for sharing the leadership of these services with me. Our church’s versatile labyrinth was borrowed by members of the Friends Meeting House this month for one of their retreats.

Director of Administration and Finance Report

**Director of Administration and Finance – Christina Rivera
Board Report – April 20, 2016 mtg**

March 2016

- Number of emails received: 2740
- Completed February 2016 month end financials
- Utilized two sick days
- Facilitated 4 rental tours, 3 of which produced contracts
- Prep and attended following meetings:
 - Finance committee

- Board
- Personnel

Cleaning Service:

Continued interviews to replace current cleaning service. My recommendation is to consider hiring a Sexton which is a person who does church cleaning and maintenance. By my calculations we could hire a quarter time Sexton to clean and do light maintenance at the same cost as in our current budget. This would allow a closer supervision of the cleaning services as well as allow for light maintenance such as changing smoke detector batteries, light bulbs, chair repairs, which I currently have to do if they are urgent and cannot wait for a Buildings & Ground Work Day.

FY 16 Financial Report Notes:

- Scrip and Rentals continue to underperform our budgeted forecast. Next month I will have a recommendation on how to offset these income line items. This delayed from last month due to work flow priority given to the budget/pledge process.
- All other revenue and expenses continue to be on forecast.

Program Budget:

Program Budget analysis is complete and graphics have been given to the Board and Pledge team. Revisions have been made for the presentation at the congregational meeting.

New Revenue Generation Staff Support:

One area the program budget highlights is the need for new streams of revenue. The Revenue Task Force is one arm of producing new income and another arm will be staff support. I cannot stress enough that if we are to take on a managed budget gap, as currently proposed in the Program Budget, that the management of that gap will require extra administration time and effort. We will need to examine what is currently on my plate as DAF and re-prioritize. For additional revenue generation to work, we will need additional staff support to make it happen. One suggestion is to increase the DAF from 30-40 hours per week in order to realize this support.

Blue Ridge Cluster Leadership Development:

Working with a group of religious professionals in the Blue Ridge Cluster to create the Leadership Development Workshop on Saturday 4/30.

Finding our Way Home

Participated in UUA Finding our Way Home Retreat – a UUA sponsored conference for Religious Professionals of color. This was my first time participating in this retreat and it was inspiring, refreshing and was an amazing gathering of spiritual energy to support the ministry we create together!

Membership Report

To: Board members

Re: March 31, 2016 Membership report

TOTAL MEMBERSHIP as of Feb 28, 2016: 421 including 12 youth members

Add:

Rebecca Landsberg, March 3, 2016, reinstate membership.

Edwin F. Barber, March 8, 2016

Kimberly D. Knotts, March 20, 2016

Charles Richardson, March 20, 2016

Drop:

Watson, Clyde, resigned as member in response to Pledge Drive contact, March 25, 2016 archive

Watson, Gloria, resigned as active member, wishes to be a supporter, March 25, 2016

Hootstein, Ed, moved, resigned as active member to Pledge Drive contact, March 28, 2016, archive.

Davie, Sharon, moved, resigned as active member to Pledge Drive contact, March 28, 2016, archive.

Bowles, Penny, resigned as active Member to Pledge Drive contact, March 29, 2016, wishes to be a Supporter

TOTAL MEMBERSHIP as of March 30, 2016: 420 members including 12 youth members

Sally Taylor
Membership Tracker for Membership Committee

Revenue Task Force Report

We met once, and decided to call out for nominations ASAP. We did discuss a little about the forthcoming process (though nothing was definitively decided), like the need to generate ideas ASAP from all possible sources (secondary sources like books, phone calls to other congregations' leaders), and then to hold one or two meetings at church that invite all congregants to come and see the list of initial ideas, to add to or qualify, etc. Except for Tyler Rines, there are no other names currently on the table to pull in other people for the task force.

David Mick

Communications Task Force Report

Report to the Board from the Communications Task Force

The Task Force currently includes Achsah Carrier, Chair; Holly Dilatush; and Kim Knotts. George Maris and Raven Long have asked to join us. We hope to meet with them next month.

Now that the Website sub-committee of the Communications Committee is operating independently and successfully, the Task Force is turning its attention to other areas. The Web Committee has begun to do more training with ministers and leaders, and we expect that they will be able to take over more editing in the future. In particular we are pleased to be working with Ann Salamini to expand the Board's section of the site.

Sound and Communications Technology. We said last month that the son-in-law of Task Force member Holly Dilatush is a sound engineer who has worked in churches and volunteered to help us evaluate technology and plan possible future expenditures. Due to family and personal issues this has been postponed. In the meantime the Task Force is working to reactivate the Sound Committee and involve congregants in the analysis of needs and in ongoing maintenance. Rob Craighurst has been managing church sound for years on his own as the head of the largely defunct Sound Committee. Achsah met with him and he has many ideas for reviving the committee. He also met with Holly previously and has been involved with plans to bring Holly's son-in-law down for an evaluation. David Heins (husband of Caroline) has begun working on sound equipment at church and Achsah met with him to discuss his work and involve him in the Task Force plans and committee revitalization. The next step is have a meeting, or more likely series of meetings with the interested parties. We anticipate that these will be largely led by Rob – the man on the spot with knowledge and experience - with Task Force support.

Assisted Listening. Chris asked us to look into the assisted listening system. Currently this does not work. According to Rob Craighurst, head of the currently-being-revived Sound Committee, it is beyond repair. We will ask Chris Rivera to remove the old equipment from the sanctuary along with the sign.

WiFi. Chris Rivera is going to work with Comcast to evaluate our wifi options. The Task Force has a lead on someone knowledgeable who may be able to offer a second opinion. It is vital for rental income to get something done as soon as possible.

The Bulletin, Update and OOS insert. The Task Force met with Chris and Wendy this month to discuss these publications and look for ways to streamline production (which is very time intensive) and make

them mobile friendly. Our first look suggests that we may be able to make real improvements without much difficulty—but first looks may be deceiving. We will continue to work on this.

Formalizing the Communications Committee and sub-committees.

We are still working on this. It will take more time and thought.

Communications Policy. This too is a complex issue. We have discussed some policy issues with Chris Rivera, but need to plan meetings with ministers and leaders do more work on this.

Finally we urge the Board, church leaders, and the congregation as a whole to contact us with any concerns. Our email is communications@uucharlotteville.org. This is also the best address to use to reach the web team.

Respectful submitted

Achsah Carrier, Task force chair