

DRAFT

UUC Board Agenda

November 20, 2018

Present:

Absent:

Chalice Lighting and Check-In:

- I. Review and Accept Agenda
- II. Member Forum
- III. Consent Agenda – Vote to approve items on consent agenda
  - A. Minister’s monthly report
  - B. DLFDD monthly report
  - C. Administrator’s report
  - D. Minutes of October 4, 2018 Board meeting
- IV. Treasurer’s update and report
- V. Old Business
  - A. Minister’s Evaluation- has been submitted.
  - B. Response from EJC- ask for volunteers from the board to meet with the EJC.
  - C. Update on nominees for Board members
  - D. Strategic Planning
  - E. Church calendar – Annual Meeting date
  - F. Welcome renewal
- VI. **New Business**
  - A. Monitor for sanctuary
  - B. OneDrive
  - C. Approve new members of the Committee on Ministry
  - D. Stewardship committee board representation

**Unitarian Universalist Congregation**  
**Board Meeting Minutes**  
**November 20, 2018**

**Present:** Reverend Pam Phillips (Ex- officio), Sandy Power, (Treasurer), Ellen Plummer (President), Steve Keighton (President-Elect), Irene Peterson (Secretary), Dan Kominski (Member-at-Large)

**Absent:** Amy Pruden- Bachi (Member-at-Large)

**Chalice Lighting and Check-In:** Chalice was lit and check in was held.

**Review and Accept Agenda** – Additions were made to the agenda. The board approved the amended agenda.

**Member Forum** - No member present

**Consent Agenda** – Vote to approve items on consent agenda was held. Motion was made to accept and approve, the motion carried.

Minister's monthly report

DLFD monthly report- A discussion was held about the planned sabbatical for the DLFD personnel. It was suggested that any upcoming sabbaticals are put in the budget.

Administrator's report- A clarification was made regarding the management of our Facebook page. Two people have volunteered to help with Facebook, one for our group Facebook presence and one for our page.

Minutes of October 4, 2018 Board meeting- Amy Pruden-Bachi's name was spelled incorrectly in the minutes and a correction was made. Board titles of each member were also added.

**Treasurer's update and report**

Sandy informed the board that a second signature is needed on the Vanguard account. Steve Keighton will be the second signatory. Ellen reviewed the two reports submitted by Sandy. A discussion was held regarding the cost of the tree removal and how it has impacted the landscaping budget. Pam had a question about insurance and what is the type of insurance that is in the finance report. Sandy will research this question.

**Old Business**

Minister's Evaluation- The evaluation has been submitted. Ellen would like to review the process in preparation for next year with Steve. Pam would like some clarification about some of the results of the evaluations done by board members. Irene will work with Pam to resolve these issues.

Response from EJC- ask for volunteers from the board to meet with the EJC. Dan Kominski will meet with EJC along with Pam.

Update on nominees for Board members – The board is still searching for an individual.

Strategic Planning- Ellen will present a preliminary scheme for long range planning at the December meeting.

Church calendar – Annual Meeting date. Pam will speak to staff about the possibility of changing the date.

Welcome renewal – Pam will put together a committee to shepherd the process. She will report back in December.

Update about security – Karen and Tim continue to work on this issue.

### **New Business**

Monitor for sanctuary – Pam will pursue getting an opinion on what type of system might work for our space.

OneDrive – OneDrive is meeting the needs of the board.

Approve new members of the Committee on Ministry – The board approved Stephanie Gilmore as a member of the committee on ministry.

Stewardship committee board representation – We will invite someone from the stewardship committee to attend the December board meeting. Steve will talk to Andy Roberts.

Vote on Painting – The board approved the acceptance of a gift to the congregation, a painting done by Carl Pfeiffer.

**Next board meeting December 13, 2018, 7 PM**

Next Executive Board Meeting - December 4, 2018, 5:30 PM

Meeting was adjourned 9:41 PM

Respectfully submitted by Irene Peterson

November 2018 Minister's Report to the Board  
Submitted by Rev. Pam Philips

### Leads Worship

In October, we explored what it means to be a people of Sanctuary, including how we can find inner peace, provide emotional sanctuary for others, and whether or how we can provide literal sanctuary for people. The duo Constellation from Eno River UU Fellowship joined us one Sunday, which Ellen Plummer helped coordinate as worship associate. Thanks to Janet Sawyer for providing home hospitality for our guests.

In November, we've been exploring what it means to be a people of Memory. Victoria Taylor spoke at a well-received service, and I was honored to act as her worship associate. Hayden Catlett received a well-deserved ovation when he shared his first reflection as a worship associate.

The worship team celebrated the contributions of Rhonda Johnson at her last team meeting. She will be greatly missed. All of our new worship associates had an opportunity to plan and lead worship with veteran WA's and are now helping to lead worship on their own. We have a new group of chalice kids; the sign-up process needs to be improved as we don't often know ahead of Sunday who will be lighting the chalice.

### Officiates Rites of Passage

We held a new member recognition ceremony on November 4<sup>th</sup>, welcoming 11 new members. At least two families are interested in having their children dedicated, so I will put out a call to see if others are interested as well before scheduling a child dedication service.

### Provides Pastoral Care and Presence

I continue to visit with congregants in my office and at their homes. The Lay Pastoral Care Ministry is continuing to offer their services at the end of each Sunday service. Not many people have taken advantage of this opportunity, but several people have said they like that we are offering it. Several congregants accepted my offer for further discussion after the service in which we addressed sexual assault in highlighted by the allegations to that were made during the Supreme Court nomination process.

### Encourages Spiritual Development

Soul Matters small group ministry is off to a great start. We have set up eight groups, most with two co-facilitators, which means nearly 60 people are participating. Not all groups have reported in, but I know that one group has already met twice. Marilyn DuPont and I will meet with the facilitators in December to check in and answer any questions and help troubleshoot any issues.

The New (Or Not So New) to UU classes have been more sparsely attended than last year, but at least three people have met with me each session. I haven't required registration, which means with the exception of two regulars, we've had a different group of people each session.

Fourteen people attended the Newcomers' Orientation in October. In addition to learning about UUC and Unitarian Universalism, participants shared the spiritual journeys that led them here.

### Witnesses to Social Justice in the Public Square

Thanks to Steve Keighton, and any others who were able to attend a Five Practices of Welcome orientation. I was pleased to see that the name was changed from Five Pillars to Five Practices because

the former name was a misappropriation of a key tenet of Islam. If you were unable to go to an orientation, you can find information [here](#). The response to our Transgender Day of Remembrance service was quite positive, including a very generous ½ plate collection for Equality Virginia in the amount of \$460.

Response to the service on the Sanctuary Movement was likewise positive, with several congregants attending the “Undocu-Ally Workshop” sponsored by Virginia Interfaith Center for Public Policy later that afternoon and held at UUC. I’ve attended meetings with Molly McClintock and Stephanie Gilmore to continue exploring how we might partner with other congregations to provide help to immigrants and refugees who are at risk. Through their efforts, the concert being organized by Jared Gibbs and held at UUC on December 8<sup>th</sup> will benefit the NRV Immigrant Advocates group.

### Leads Administration

I appreciate the help of the personnel committee in finalizing the wording for the DLFD contract.

I have a volunteer to help monitor a new Facebook group for UUC so that congregants can communicate on social media, but I am still seeking another volunteer. The administrator has taken over keeping our Facebook page up-to-date with community events and UUC postings, using the Social Media Toolkit from Soul Matters, but I am still seeking a volunteer to fill Rhonda Johnson’s role.

The Leadership Development committee is planning to sponsor a workshop early in the new year in which people can explore their strengths and how they might use them in in their families, workplace, and at UUC. I’ve been consulting Mark Benson to choose a good instrument and activities for the workshop.

### Pursues Personal Renewal and Professional Development

Thanks to the Board for completing my first evaluation for renewal of preliminary fellowship, and especially to Steve Keighton and Amy Pruden-Bagchi for meeting with me to discuss it. All the paperwork was submitted on time and the Ministerial Fellowship Committee will respond to it in February. Ministers must achieve three renewals before they are granted final fellowship.

The workshop on Stepping into Supervision I attended in Washington DC was excellent. It will prove especially helpful when it comes time to prepare for hiring a new administrator next year. I also benefited from workshops held during the SEUUMA (Southeast UU Ministers Association) retreat at The Mountain.

I continue to meet with local clergy Blacksburg Ministerial Association. I also continue to take advantage of online opportunities to connect with colleagues, including my mentor, my peer discernment circle, and Soul Matters implementation calls.

Jamie and I enjoyed a weekend away to the Great Smoky Mountains, but we were disappointed that the fall foliage had not yet arrived and surprised by how commercial the area is. Lots of traffic in Gatlinburg.

### Serves the Larger Unitarian Universalist Faith

I was honored to participate in the ordination of a seminary classmate at First UU in Richmond, and another of their interns has asked me to participate in her ordination in January. I attended the SEUUMA retreat at The Mountain, where we held a chapter meeting in addition to workshops and worship.

I’m so pleased that Jo Evans agreed to attend a social justice training at First UU, a precursor to our participation in the UU Legislative Ministry Virginia (UULMVA). Likewise, a group of congregants spent two evenings discussing the UUA’s Congregational Study/Action Issue on the corruption of

democracy that will be voted on at the 2020 General Assembly, facilitated by Leslie Hager-Smith. This is one of the first times I've seen a congregation take up a CSAI from General Assembly. While the group seemed skeptical of some of the UUA talking points, they agreed to continue exploring the issue by inviting Delegate Chris Hurst to talk with them and to hear from a representative of One Virginia 2021 (about redistricting).

## **Administrator's Report to the Board November 20, 2018**

**Endowment Webpage:** The webpage is now up with much information including policies and brochures. Check it out at <https://uucnrv.org/support/endowment-funds/> - and consider making an endowment pledge to UUC and being added to the "honor roll of donors".

**Auction:** As you know, the auction was a huge success bringing in a bit over the budgeted income of \$18,000. Most have paid by now, altho there are still a few outstanding payments. Linda Powers has sent reminders to these folks. There will be a committee wrap-up meeting Nov. 18.

**Attendance/Members:** See online Google Doc. Current membership at 225 (a record!!) due to the recent new member ceremony and 3 former members reactivating their membership.

**Stewardship Committee:** The committee met and will begin working on picking a theme for the spring stewardship campaign. Have ideas/suggestions? Contact Andy Roberts.

**UUC Facebook Page:** As Rhonda Johnson, our wonderful Facebook page manager, moved away and no one stepped forward to take her place, I've taken over the roll with Pam and Karen posting as needed. Rhonda gave me lots of advice and information, and along with our monthly Soul Matters Media Toolkit photos and suggestions that go along with the monthly worship theme, I am trying to put up many posts each week. If you have suggestions or comments, please let me know. Be sure to visit the page.

## **DLFD Report to the Board – November 2018**

Submitted by Karen Hager, Director of Lifespan Faith Development

### **Registration**

- CYRE: 119
- LFD Activity Slots: 138
- UUC Activity Slots: 153

Registration is up 8% over this time last year.

### **This Month**

- It's Scary To Be Hungry brought in over \$2200 in food and cash donations for the Interfaith Food Pantry. This was about \$1000 less than prior years, due to Kroger's change in donation rules that prohibited solicitors from being near the entrance. We are looking at alternative stores for next year's event.
- We will be hosting a multi-generational showing of "The Polar Express" on November 30. Billed as Family Film Night, attendees will be able to order pizza for a nominal charge, to make it dinner and a movie. We supply popcorn, drinks and movie snacks.
- YRUU's Book Sale raised over \$1300 toward their trip fund. This is a big increase from last time!
- A representative from the Citizen's Climate Lobby will be visiting this month with YRUU to talk more about the climate justice lawsuit being brought by youth.
- The Social Justice Film Series continues with "What Lies Upstream", followed by a facilitated discussion.
- A 2-part workshop was held on the UUA Congregational Study/Action Issue (CSAI), The Corrupting of Our Democracy, facilitated by UUC member and Blacksburg's Mayor, Leslie Hager-Smith. Next steps were identified.
- Rev. Pam continues her class, New (Or Not So New) to UU, this month.
- America Inside Out with Katie Couric continues; this month's episode is "Your Brain on Technology", exploring the effect that increased technology use has on our brains, our creativity and our relationships.
- An informational meeting on Our Whole Lives (OWL) will be held on November 11 for parents of children in grades K-1 and 4-5. OWL begins in January.
- The Buddy Project begins in November and culminates at the multi-generational holiday service in December, with 23 pairs of child and adult Buddies matched this year.
- LFD has once again partnered with CST – and Dumbledore's Army (as part of the fight against the Poverty Horcrux) – to collect mittens, gloves, hats and scarves for The Christmas Store. Children may hang donations downstairs on our Mitten Tree. All items will be donated on November 18, Mitten Tree Sunday, in order to get them to the Christmas Store in time for display and shopping.
- Regular RE classes, YRUU and the Buddy Project will not be held on Sunday, November 25. Attending children will attend the Family Service.

### **Key Dates in November:**

- November 1, 15, 29: New (Or Not So New) to UU continues
- November 2: Social Justice Film Series
- November 4: Buddy Project begins
- November 11: OWL Parent Meeting – K-1 / 4-5 OWL
- November 18: Mitten Tree
- November 26: America Inside Out with Katie Couric
- November 30: Family Film Night

### **Sabbatical**

I am providing a year's notice to the Board that it is my intention to take a sabbatical January-June 2020. Prior to that time, I will discuss with Pam, and provide to the Board, my plan for the sabbatical, as well as a plan for coverage of my responsibilities. Rachel Craine is willing to manage children's RE, with a small increase in her hours; the other areas will require help from volunteers.