

**UUC Board Meeting**  
**April 11, 2019**

**Present:** Reverend Pam Phillips (Ex- officio), Ellen Plummer (President), Steve Keighton (President-Elect), Irene Peterson (Secretary), Dan Kominsky (Member-at-Large) Amy Pruden- Bachi (Member-at-Large, Nancy Norton (Member-at-Large). **Regrets:** Sandy Power, (Treasurer)

**Chalice Lighting, Reading, and Check-In** were completed.

**Review and Accept Agenda** – approved as submitted.

**Member Forum** - no members present.

**Consent Agenda** - Minister's Report, Administrator's Report, DLF's Report

Approved with revisions. The March 2019 minutes will read “a motion was approved to send Steve Keighton, Alan Moore, and Jamie Phillips as Delegates to the 2019 General Assembly.” In addition, a motion was made to approve that funds allocated in the budget for attending GA may be used to help delegates defray costs associated with attending GA.

**Treasurer's Report** – Sandy was absent, budget and financial statements were reviewed. Additional tree removal. A motion was made to approve an adjustment to the Opportunities Fund line in the budget to reflect costs associated with the tree removal. Motion was carried with one abstention.

**Old Business**

- Holy Conversations discussion – Dan, Steve, and Ellen summarized the Long-Range Planning conversation that was held April 2, 2019 as it related to the suggestions in the Holy Conversations book. Pam reviewed chapters 7,8,9,10,11, and 12. The board has committed to developing a planning exercise. Each board member will submit to Nancy ideas for next steps by the 25<sup>th</sup>. Pam will finish the remaining chapters of Holy Conversations and send us a PowerPoint summary for our review.
- Monitor update – Irene and Pam will schedule three listening sessions in May to provide an opportunity for congregants to give opinions regarding a monitor in the sanctuary.
- Board nominations – A slate is complete and includes nominations for president-elect, secretary, and member-at-large. In compliance with UUC Bylaws, Article VI. Governance, Section B.2. “The Executive Board shall present a list of nominees for the elective offices of the congregation to be filled, at least one nominee per office. The list shall be published at least one month before the Congregational Meeting.” The list of nominees will be posted May 2, 2019.
- Budget discussion – The board agreed that the 2019-2020 budget will include lines for Environmental Justice, Anti-racism, Welcoming Congregations, and Planning committee. The congregation has the opportunity to participate in a workshop hosted in Waynesboro. The board agreed to add this possibility to the 2019-2020 budget. Ellen asked board members to think about what other information might be needed in order to consider our budget.

**New Business**

- Choir expenditure - A motion was made to approve \$1,000 for the choir performance on April 14 at UUC. The additional expenditure will be reflected in this year's choir budget.
- Long Range Planning – the board will aim to share plans for next steps at the congregational meeting scheduled for June 2, 2019. Preparation will include sending Nancy ideas for short and longer-term committee structures and assignments. Including revisions to the long range planning language in the policies.
- Board members are encouraged to assist with Stewardship by contacting Andy and offering to speak to folks who may not have yet pledged.

**Upcoming**

- May Newsletter article – Amy
- May Meeting Reading – Nancy
- Next Board Meeting - May 9, 2019 7-9pm

**Meeting adjourned at 9:04 PM.**

**Respectfully submitted by Irene Peterson**

Pending

UUC Board Meeting Agenda  
April 11th 2019

7:00 – 7:15

Chalice Lightning, Reading  
Check-in

7:15 – 7:20

Review and Accept Agenda

7:20 – 7:25

Member Forum

7:25 – 7:30

Approve Consent Agenda:

Minister's Report

Administrator's Report

DLFD's Report

Previous Meeting Minutes

7:30 – 7:40

Treasurer's Report

Additional tree removal

7:40 – 8:55

Old Business:

Holy Conversation discussion

Monitor update

Update on board nominations

Budget discussion

New Business:

Vote on additional expenditure for choir performance (per information in Minister's report)

Long Range Planning committee recommendations

Board assisting with stewardship

8:55-9:00

Upcoming:

May Newsletter article -

May Meeting Reading -

Next Board Meeting: May 9, 2019 7-9pm

April 2019 Minister's Report to the Board  
Submitted by Rev. Pam Philips

*Note: The evaluation form that the Board, Committee on Ministries and I will complete and send to the Ministerial Fellowship Committee has changed to reflect the categories of ministry in Fulfilling the Call. I have been using those categories in my monthly reports thus far. I've changed the categories in this report to reflect the way they are organized in the new evaluation form.*

### Leads Worship and Officiates Rites of Passage

Our theme in March was Journey, and we considered our spiritual journeys as Unitarian Universalists, with a beautifully written and delivered reflection by worship associate Earle Irwin; honored the women who blazed trails for us as UU's, including some introduced by worship associate Victoria Taylor during the Time for All Ages; explored how we journey through life using the metaphor of board games of life; and considered what we are called to do for those who are forced to journey here from their homelands. Dr. Annie Hesp, instructor at Virginia Tech, shared her experience making the pilgrimage along with students on the Camino de Santiago in Spain.

I will be leading a retreat for worship associates on April 13<sup>th</sup> to explore worship-planning and sermon-writing.

We hosted a successful Lenten supper and service on March 27<sup>th</sup>, with over 89 people in attendance from at least five other Blacksburg churches. I led worship with Rev. Mike Ellerbrock, deacon at St. Mary's Catholic Church. Thanks go to all who participated in welcoming our guests, including Carol King, who coordinated the supper, Doug Pfeiffer, who did sound for the service, Mary Louise Hallauer, who played piano; Irene Peterson, Steve Keighton, Isabel Berney, and Judy Furr for greeting; Lisa Evanylo for printing the order of service. Many others helped set up, serve, and clean up the supper, and even more brought soup, bread, and desserts. I was proud of our hospitality and grateful for all those who contributed to it.

### Provides Pastoral Care and Presence

I continue to visit with congregants in my office, at their homes, and at the hospital.

### Encourages Spiritual Development for Self and Others

We've had three meetings of the adult faith development class "Owning Our Religious Past," and I'm pleased that the participants include long-time UU's as well as some who have just recently started attending UUC. The breadth of experience deepens the conversations.

I accepted an invitation from Voices of Faith to attend an open house at the Islamic Society of New River Valley and appreciated learning more about their faith.

Jamie and I will be attending the UU Buddhist Fellowship convocation April 25-28th.

### Witnesses to Social Justice in the Public Square

I met with the NAACP Religious Affairs committee and am excited that we are talking about putting together a project that will encourage youth from different religious communities to work together. There seems to be a real commitment to concrete action.

My invitation to the congregation to volunteer for driving immigrants to ICE appointments in Richmond or Arlington (a project of the NRV Immigrant Advocates) yielded four people willing to be put on the list. Likewise, Mark Benson has volunteered to represent UUC on the UU Legislative Ministry Virginia board. This will be an important way for us to advocate for change at the state level by joining our voices with other UU's across Virginia.

### Leads Administration

The early-bird special for the stewardship campaign seems successful so far, ably led by chairman Andy Roberts. Stewardship committee members attended many March meetings to invite people to pledge before the campaign started and all the materials have been uploaded to the website thanks to Arthur Snoke. We've also held two training sessions for stewards who will contact members and friends after the kick-off on April 7<sup>th</sup>, but we do not have as many stewards as last year. I encourage members of the board to consider becoming stewards themselves. If you can commit to contacting even a few members or friends to talk with them about UUC and the importance of pledging, please [contact Andy Roberts](#).

The leadership development committee has identified candidates for all three open positions on the board. We are talking about how we might create opportunities to develop leaders through workshops next summer/fall.

I have had a request from choir director Ella Kromin for money to help pay for musicians accompanying our and the Roanoke choirs at their joint performances of a Unitarian Universalist mass (in Roanoke on March 24<sup>th</sup> and here April 14<sup>th</sup>). The total cost is \$2,000—6 musicians paid \$250 each for three meetings plus travel expenses, \$500 for Jared Gibbs for “endless hours of rehearsing both choruses and two performances.” The choir has spent only \$714.69 out of the \$1,200 that they were budgeted, which leaves \$485. We have a line for guest musicians, but we need that to pay for pianists when when Jared doesn't play. The choir director in Roanoke has asked that we pay \$800-\$1,000. I explained to Ella that this kind of expenditure needs approval before, not after, it is made in the future. That being said, I recommend that the board approve the expense. I leave it to the board to determine at what amount.

### Serves the Larger Unitarian Universalist Faith

I continue to value meetings with other religious professionals at monthly VACUUM meetings and look forward to participating in the ordination of a seminary classmate next month in Martha's Vineyard.

We have the opportunity to participate with other UU congregations in the Blue Ridge Cluster in a congregational singing workshop led by Jason Shelton, composer of such favorite hymns as “Fire of Commitment” and “Answering the Call of Love.” The workshop is scheduled for October 26<sup>th</sup> at the UU Fellowship of Waynesboro, and I recommend that we put it on the UUC calendar and make a financial commitment to support this workshop. The total cost will be

approximately \$2,500 (workshop 1,500 plus travel and accommodations for Rev. Shelton), and so far four congregations have expressed interest in participating.

I want to alert the board to a denominational controversy around the *UU World*. Despite objections raised by transgender UU religious professionals, an article was published that caused great pain. Instead of lifting up the voices of transgender UU's, it centered the voice of a white, cisgender woman and contained harmful inaccuracies. I encourage you to read at least [one](#) of the several [responses](#) to the article and the *UU World* editor's [apology](#).

### Leads the Faith into the Future

This is a new category for my reports which includes: *experiments with emerging media technology; articulates a vision for the future, assessing opportunities and challenges for Unitarian Universalism in a changing society; explores new generational and multicultural expressions of Unitarian Universalism.*

The use of a video monitor in the sanctuary is one way we've been exploring new technology. Acknowledging that some people have reservations, I plan to hold listening sessions where people can share what they think what might be gained, what might be lost, and what they would like to see before installing a permanent screen.

### Time away from Blacksburg

April 16—VACUUM meeting in Richmond

April 25-29—UU Buddhist Fellowship Convocation, Garrison, New York (4 days study leave)

May 3-6 – Ordination in Martha's Vineyard, Massachusetts (3 days vacation)

**Administrator's Report to the Board**  
**April 11, 2019**

**Committee Meetings:** Attended Stewardship Committee meeting last month.

**Stewardship Pledge Drive:** As I write this, we have received 71 pledges for \$207,604 – all during the “early bird special” as the official drive begins April 7. The “threat” of a steward contact seems to be a big motivating factor in getting people to pledge – something to think about. Of those who have pledged to date, only 2 are new pledgers. Also, very few with children in RE have pledged yet, even after Andy’s letter went out specifically to parents via email. Many more are using the online pledge form than in previous years, and many have increased their pledge.

**Pledge Update Reminders:** Sent out April 4. One more reminder will go out in early June as we head toward the end of the fiscal year.

**Update on BLUU Donation:** At the last annual meeting, UUC voted to support BLUU (Black Lives of UUism) at \$10/member or \$2050 to be sent by July 1, 2019. To date, we have raised or previously donated all but \$364 of that amount and will therefore hold two additional ½ plate collections which should raise enough to fulfill our pledge of support.

**Attendance/Members:** See online Google Doc.

**Time off:** I will be taking some time off April 22-25 as family is visiting. However, will do bulletins, emails, essential work during that time.

## **DLFD Report to the Board – April 2019**

Submitted by Karen Hager, Director of Lifespan Faith Development

### **Registration**

- CYRE: 131
- LFD Activity Slots: 171
- UUC Activity Slots: 186

Registration is up 7% over this time last year.

### **This Month**

- Dumbledore's Army's (DA) Pennies for Puppies / Koins for Kitties campaign raised over \$350 for HSMC. The Kitties emerged victorious!
- DA also filled plastic eggs with dog treats for our upcoming Easter Egg Hunt for HSMC, as part of their fight against the Animal Cruelty Horcrux. Donations for the Egg Hunt are currently being collected, with everything going to HSMC after the Hunt.
- K-1 OWL has concluded. 4-5 OWL continues this month, meeting on Sundays, late afternoons.
- YRUU attends Mountain CON this weekend, April 5-7. One high school youth from Roanoke is also joining our group.
- Summer recruitment continues. We will be holding "Holidays and Holy Days, Summer Edition" for grades K-5 (written by Rachel Craine) and a revised Sunday Funday program for PreK. As in past years, we will use the summer to transition children from the Nursery to PreK.
- Fall recruitment has begun. Our goal is to finish by the end of May.
- We are also recruiting for help from the congregation for the Volunteer Appreciation Childcare Event, coming up at the end of the month. Volunteers are needed for childcare shifts and to provide food.
- Volunteers not attending the Childcare Event have been invited to our annual Lunch Out at India Garden. The choice of either event is offered to our primary volunteers: RE Teachers, OWL Teachers, MSYG Advisors, YRUU Advisors, YAC Advisors (youth and adult), Coming of Age Mentors, and LFDC members.
- I met with Malinda Britt from Planned Parenthood to review the Planned Parenthood sexuality education programs offered in our community. I am using the info obtained as a comparison to the OWL program to understand where the differences lie.

### **Professional Development**

- I completed the Transgender Inclusion in Congregations online class (6 hours) from Transforming Hearts Collective. It was excellent and highly informative, and I have recommended it as a congregational program, co-sponsored by LFD and as part of our Welcoming Congregation Renewal. Our only roadblock is the cost. My \$125 fee (from Professional Development budget) can be applied to the full \$600 cost, but we will need to come up with the extra money to open the class to our whole congregation.
- I also read the TRUUsT Report on the Experiences of Trans UUs. I urge all board members to read it, as it is eye-opening. The report is located at <https://truust.files.wordpress.com/2019/01/trans-uu-experience-survey-report.pdf>.
- The Teacher Development Renaissance Module that I am co-teaching concluded this week.
- My work continues with the UUA Credentialing program.

### **Upcoming Dates**

- 4/5: Social Justice Film Series
- 4/5-7: Mountain CON
- 4/21: Easter Egg Hunt for HSMC
- 4/27: Volunteer Appreciation Childcare Event
- 4/28: Volunteer Appreciation Lunch Out
- 5/19: YRUU and COA Bridging
- 5/19: Last day of spring RE