

UUC Board Meeting Minutes

Date: October 10, 2019

In attendance: Steve Keighton (President), David Hundley (Member-at-Large), Dan Kominsky (Member-at-Large), Nancy Bodenhorn (Secretary), Wayne Neu (President-Elect)

Not in attendance with advanced notice: Pam Phillips (Ex-Officio), Nancy Norton (Member-at-Large), Sandy Power (Treasurer).

Board agreed to move Member Forum to first item.

Chalice Lighting, Reading (David)

Check-in

Review and Accept Agenda

Member Forum: Kimberly Homer with request for UUC to host To Our House in January (4-10). Hosting means having guests stay in our building overnight. TOH provides cots, and a van for transportation, and one TOH night staff. Guests are gone from the building during the day. Support can be asked from another congregation in the form of making and serving dinners and other meals, or we can manage this ourselves. UUC has a long history of providing support to other local congregations who have served as hosts. Board is generally in favor of approving this request, but due to only having five Board members present, and Pam being away as well, we will vote on this formally after checking with the parties that are usually in the building during the times that TOH will be here (e.g. cello lessons). These other groups could still use the building but would be asked to use the space downstairs rather than upstairs. Steve will contact Karen Hager (LFD) and Lisa Evanylo (administrator) to check with the building renters. Kimberly would like to be able to tell the organizer by the end of the month.

Addendum – Board voted electronically between October and November meetings to host TOH at UUC in January.

Approve Consent Agenda: Approved unanimously.

Minister's Report

Administrator's Report

DLFD's Report – reminder that Karen Hager (LFD) will be on sabbatical December to June.

Discussion and verification that Rachel Crane's (LFD assistant) salary is increased to cover her additional responsibility during Karen's sabbatical.

September Meeting Minutes

Treasurer's Report

Sandy Power was not in attendance to answer questions. Meeting requested with President-elect, treasurer, finance chair, bookkeepers and administrator. Specific question regarding Unrestricted Net

Assets, NAACP is a minus number, as well as others. Steve Keighton (president) will ask Lisa Evanylo (administrator) to set up the meeting.

On a different note, Steve will also follow up with Rev Pam and Dick Luke for information about the kitchen and bathroom flooring and evening out the entrances.

Old Business:

- Strategic planning - review proposal, discussion of next steps. Steve and Pam prepared a 'Plan Plan' that outlines a general avenue to develop the strategic plan process. Suggested additions to consider new resources, new committees, committees/activities that can be dropped or trimmed. Starts with the "Review of covenant, mission and vision" – suggest beefing up 'review' to look deeper into the way that these are actualized (or not) currently. Referred to a focus on the Developmental planning strategy as outlined in the book Holy Conversations (one of three possible planning strategies). Developmental planning asks the questions of "what's next?" and "what is the congregations called to do or be?" One suggestion to charge committee with one or two initiatives that will be our next focus. We are not mandating absolute consensus. Steve will review the original draft of the charge and send to the full board for review. Next meeting will include discussion of people who might be invited to serve on this committee.
- Strategy for review and update of policy/procedures, and bylaws – suggestion to have all of the board review the documents and suggest policy change. Ellen Plummer (past president) and Linda Cherry (member) are working on restructuring the documents, and this should be done in conjunction, or possibly wait until they are done and review the restructure as well as the content. Alternative suggestion that this not be a board function, but perhaps charge one individual or small committee (non-board) with preparing suggestions for change. Steve will contact Ellen to check on the timeline of the restructuring and how this will fit in.
- Auction donations. Steve is donating a cutting board with a chalice carved in it, and members agreed to sponsor a board game night for families. Nancy B will check with additional board members on dates (prime dates seem to be 1/25 and 2/22) and submit to the auction site by deadline, with suggestions from auction committee on pricing for the silent auction.
- Summary of Minister Evaluation process and plans for meeting with Pam. Steve circulated the notes resulting from the meeting with past and president board members, which was well received and endorsed. Steve will meet with Pam (prefers to have one additional board member) in the next few weeks.

New Business:

- Status of plans for selecting 3 new Committee on Ministries (COM) members. Board votes on members and chair of committee. All will be two year terms. Board reviewed potential names and endorsed contacting them to ask their willingness. Pam will call the possible members to invite them to serve.

- Vote to accept \$200 donation in honor of Matt Hart to be included in Hospitality line item.
Accepted this generous gesture unanimously.

Upcoming:

Newsletter article (due Oct. 24) - Steve

November Meeting Reading – Nancy B.

Next Board Meeting: November 14, 2019

Getting to know UUC: October 20 – David

Getting to know UUC: November 17 – Steve

Adjourned 8:58

Respectfully submitted by Nancy Bodenhorn

UUC Board Meeting Agenda

Date: October 10, 2019

7:00 – 7:15

Chalice Lightning, Reading (David)

Check-in

7:15 – 7:20

Review and Accept Agenda

7:20 – 7:30

Member Forum

7:30 – 7:40

Approve Consent Agenda:

Minister's Report

Administrator's Report

DLPD's Report

Previous Meeting Minutes

7:40 – 7:50

Treasurer's Report

7:50 – 8:40

Old Business:

- Strategic planning - review proposal, discussion of next steps
- Strategy for review and update of policy/procedures, and bylaws
- Auction donations (cutting board and board game night – ??open dates UU calendar: 11/23, 11/30, 12/7, 1/25, 2/22, 4/4, 4/18)
- Summary of Minister Evaluation process and plans for meeting with Pam

8:40 – 8:50

New Business:

- Status of plans for selecting 3 new Committee on Ministries members
- Vote to accept donation in honor of Matt Hart to be included in Hospitality line item

8:50-9:00

Upcoming:

Newsletter article (due Oct. 24 - Steve) -

November Meeting Reading -

Next Board Meeting: November 14, 2019

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

Leads Worship and Officiates Rites of Passage

September's theme was Expectation, and we've been experimenting some with when and how to greet one another and newcomers—giving people time to say hello to each other and then inviting them to introduce newcomers. It's been a little awkward, but the worship team liked the idea of putting the onus on members and not the new people. We've also been experimenting with how the greeters collect the offering with the new seating configuration. The worship team will continue to assess how these elements are going.

Having children back in the service has been lovely, starting with the backpack blessing Karen Hager and Rachel Craine led. Jim Kern sang during that service, and several members of the worship team lamented that we didn't have a screen to put up the lyrics to his song so that everyone could sing along with him. Stephen Henninger wrote a powerful reflection for the service on Dashed Expectations. The following week, Ellen Plummer was worship associate and Committee on Ministries members Barbara Taylor and Korey Mercier shared reflections to introduce the "Possibilities Fair" coordinated by Connections committee and Irene Peterson. I heard reports that the service went very well. The highlight of our last service in September (Greater Expectations) seemed to be switching the last hymn to "This Light of Mine." Ellen and Kimberley Homer led worship for the first Sunday in October so that I could be with my father in Oregon.

Provides Pastoral Care and Presence

I continue to meet with people in their homes and in my office, but I find that emails, texts, and phone calls are avenues for supporting people who don't want an in-person visit.

Encourages Spiritual Development for Self and Others

We have five Soul Matters small groups which have started meeting, and the Parents Covenant group may be using some of the materials from the monthly packets.

The Transgender Inclusion in the Congregation has met three times with excellent attendance (sixteen attended the second session). We'll be holding an after-service discussion in November for those who have been taking the workshops on-line.

I was pleased with attendance at the first "Exploring UU Theology" class—12 people—given that this is the first time I've offered adult faith development during the day. We had a good mix of newer and long-time members and younger and older people.

Witnesses to Social Justice in the Public Square

The congregation responded positively to my call to attend the Climate Strike on the Drillfield at Virginia Tech. We took a photograph with 16 people from UUC, and then at least 10 or 15 more showed up. Dick Bauman took the initiative to gather people interested in environmental justice in a meeting, which was attended by several people who have not participated in the

environmental justice team before. I'm hopeful that adding new people to the group will help jumpstart their work.

I met with Tara Orlando of the Floyd Friends of Asylum Seekers. She started the group to provide asylum seekers who are traveling by bus through Roanoke with food, clothing, and supplies. She or someone from the group meets the bus there nearly every day. Her hope is to be able to provide places for asylum seekers to live here in the New River Valley and is hoping to get support from UUC. I will be exploring whether or how UUC might participate in their efforts.

I attended the Inclusion Council at the Women's Resource Center in Radford, where people shared news and resources for being inclusive of LTBTQ+ people.

Leads Administration

I plan to meet with the personnel committee to revise the administrator's job description and plan the process for advertising and interviewing for a replacement for Lisa Evanylo as she retires.

I appreciate the investment we've made in making our social hour and potlucks more friendly to families with children. One parent let me know she really appreciated our efforts. Mart Hart's sister Pam King has made a donation in his memory for the hospitality fund on the anniversary of his death two years ago.

Serves the Larger Unitarian Universalist Faith

I led my first religious professionals meeting in September (the group formerly known as VACUUM—Virginia Cluster of UU Ministers). I'm grateful to have these monthly meetings to keep me connected to the larger denomination and my colleagues.

I participated in the ordination and installation of the Rev. Elizabeth Ide in Salem, Massachusetts. It was fascinating to learn about this congregation's role in the history of our movement and country.

Next week I'll meet on a Zoom call with a group of UU's who are working to revitalize the UU Legislative Ministry Virginia. This will help us have more opportunities to advocate for justice in the Virginia General Assembly as people of faith.

Leads the Faith into the Future

When the leader of the Conversations on Faith group was at the beach but wanted to participate in the discussion, I signed up for a Zoom account so that he could attend. I look forward to using Zoom as a way to have more meetings/workshops via the internet when people are unable to travel.

Time away from Blacksburg

in Oregon (with my father) – October 2nd – 11th [available for phone calls and emails]

UU Religious Professionals meeting in Richmond – October 15th

Administrator's Report to the Board
October 10, 2019

New Directory: The new directory will be available by the Board meeting. Be sure to check it out – can be downloaded to your desktop. A new “Who are your UUC neighbors” file will also be available (updated once/year) as will the updated list of committee chairs and task leaders. Due to our folding of our Mental Health Justice Ministry into NAMI NRV VA, that line was deleted.

Website Update: Now that the transgender support groups are sponsored by UUC, we will be adding a webpage to uucnrva.org for these groups. I met with Hayden Catlett to discuss how it can be done, and he will be providing me with the materials to be included. I will also be setting up listservs for the adult and family groups.

I will check with Margo Walter about how the MHJM webpage should be handled now that it's no longer an active group.

Internet Speed: Our two years of a “special” rate from Comcast (\$109.95) for internet service ends this month and was scheduled to increase \$30/month - but was able to keep the same rate and double our speed from 75 to 150 by asking to speak to someone higher up in the ladder. I don't know if the increased speed will be noticeable or not – might depend on our router capabilities.

Committee Meetings: Attended Stewardship Committee meeting last month. As requested by the Board, the pledge drive will be moved up a month.

Attendance/Members: See online Google Doc.

DLFD Report to the Board – October 2019

Submitted by Karen Hager, Director of Lifespan Faith Development

Registration

Registration numbers to date:

- CYRE: 115
- LFD Activity Slots: 140
- UUC Activity Slots: 159

CYRE refers to unique children; if a child registers for multiple activities, they are only counted once. Activity slots counts the multiple activities.

This Month

- Buddy Project registration has opened and runs through October 30. The Buddy Project begins Sunday, November 3.
- It's Scary to Be Hungry will be held Sunday, October 20 at the S. Main Kroger and will benefit Interfaith Food Pantry. We will also be collecting food trick-or-treat style in the service's Time for All Ages and have a split the plate collection for IFP.
- An online fundraiser is being run for YRUU for their Trip Fund this month, allowing interested persons to donate by credit card through the UUC website. Our goal is to fund all trips 100% so that no one is left out due to financial concerns.
- We are holding an adult YRUU/YAC advisor retreat on October 6.
- Our Middle School RE class will visit Dharmapala Kadampa Buddhist Center on Sunday, October 20. Adult members of the congregation and parents are invited to join the class.
- Our Adult RE class, Transgender Inclusion in the Congregation, continues this month, and continues to receive registration for the online class. Feedback on this class has been very positive to date. All members of the Board are urged to attend and may register at <https://forms.gle/1pAHQKeDR2dC71ZPA>.
- Exploring UU Theology also continues this month. Spiritual Aging has been postponed until November.

Professional Development

- My work continues with the UUA Credentialing program. My interview has been confirmed and scheduled for April 23.
- I will be taking vacation October 7-October 13; November 25-27 and 29; and December 23 through the end of the year.
- My last Sunday will be December 15 and my last day working will be December 20, before my sabbatical, which will allow Rachel to ask questions during the timeframe I am on vacation. My sabbatical will begin January 2 and I will return July 6.

Key October Dates

- 10/3, 10/17: Transgender Inclusion in Congregations class
- 10/11: MSYG, offsite at Sinkland Farms
- 10/16, 10/23: Exploring UU Theology
- 10/20: MS RE visit to Dharmapala Kadampa Buddhist Center, Roanoke
- 10/20: It's Scary to Be Hungry
- 10/27: Community Conversations
- 10/30: Buddy Project registration closes