

UUC Board Meeting Minutes  
Date: November 14, 2019  
(Approved by Board on December 12, 2019)

**In attendance:** Steve Keighton (President), David Hundley (Member-at-Large), Nancy Bodenhorn (Secretary), Wayne Neu (President-Elect), Sandy Power (Treasurer), Pam Phillips (Ex-Officio)

**Not in attendance** with advanced notice: Nancy Norton (Member-at-Large), Dan Kominsky (Member-at-Large),

Chalice Lighting, Reading: Nancy Bodenhorn  
Check-in

Review and Accept Agenda. Approved unanimously with a few minor additions to new business.

Member Forum – no members attended today.

**Approve Consent Agenda: Approved unanimously.**

Minister's Report

Administrator's Report

DLFD's Report

Previous Meeting Minutes – Added vote taken in late October via email to host To Our House at UUC.

**Treasurer's Report** – Sandy Power (treasurer), Wayne Neu (President-elect) and Steve Keighton (president) reported briefly on meeting with bookkeepers, Finance Chair, and Administrator in October. Changes were suggested for formatting so the reports will be easier to understand. Additional clarity is needed as to the Community Assistance Fund, which has two different amounts. Suggestion for Finance committee to explore the Kroger gift card resource (currently listed as no funds), as well as newer ways to develop donations through various organizations (Amazon, etc.). Treasurer will examine the Vanguard account to compare yields from this account compared to other alternatives. Appreciate the conservative balance of the account.

**Old Business:**

- **Strategic planning process.**

Make-up of the committee was discussed including a thorough list of potential names generated, with the Leadership Development Committee will also provide input on. Final decisions will be made and Rev Pam and Steve Keighton will talk specifically with those people as the process moves forward.

Goal is to have this committee completely formed before the end of the calendar year and get it going in January.

Past president group will convene on December 1, with strategic planning as a major item. Some have already contributed a few ideas electronically as to strategic planning. This discussion will continue more openly at the December 1 meeting.

**- Status of process for potentially updating policy/procedures**

Ellen Plummer and Linda Cherry will be asked to attend the January board meeting with a report of their work and plan. In the meanwhile, we will identify any specific items that need to be updated in a timely manner. Each Board member is requested to read sections (at least 20 pages per month) of the policy documents so that we are able to identify items that might need to be updated.

- Update from Pam on Committee on Ministries (CoM) positions. Earle Erwin and Fred Piercy have agreed to serve on CoM. Board unanimously approved their offers to serve in this capacity.

**New Business:**

- Electronic vote in late October to gratefully accept \$2000 **donation to the mortgage.**

- **Citizen's Climate Lobby** – recommend for board members to attend Sunday Circle on December 15 to learn about this organization.

In general, we also need to discuss how to assess supporting/joining, and discuss how to generally approach a policy of whether/how we endorse organizations.

- Discussion was held on fence repair information from Administrator's report, no action was taken.

-Reviewed draft letter from the finance committee to be distributed to the committee chairs of the congregation. The board discussed and supported the letter.

**Upcoming:**

Newsletter article (due November 26, Wayne Neu) -

December Meeting Reading – David Hundley

Next Board Meeting: December 12, 2019

Attend Chat with Board (Dec. 8) at potluck – Steve and Wayne

New to UU: Nancy Norton

Meeting adjourned at 9:15

Respectively submitted by Nancy Bodenhorn.

## UUC Board Meeting Agenda

Date: November 14, 2019

7:00 – 7:15

Chalice Lighting, Reading: Nancy Bodenhorn

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 – Add that Vote was taken in late October via email to host To Our House at UUC.

7:40 – 7:50

Treasurer's Report - Sandy, Wayne and Steve will report out briefly on meeting with bookkeepers, Finance Chair, and Lisa in Oct.

7:50 – 8:40

Old Business:

- Strategic planning process– discussion of make-up of committee (diversity of people, some specific potential names). Discussion also of some potential thoughts from past-presidents (preview of Dec 1 past-presidents meeting). Any questions we would want the past-presidents to address, to inform us as we continue?
- Status of process for potentially updating policy/procedures (specifically update from Ellen Plummer and Linda Cherry). We will ask them to attend the January meeting with a report of their work and plan. In the meanwhile, we will identify any specific items that need to be updated in a timely manner.
- Update from Pam on CoM positions

8:40 – 8:50

New Business:

- Electronic vote in late October to accept \$2000 donation to the mortgage.
- Plan to meet with Stewardship (and Finance?) in Dec on status of current committee expenditures and budget requests for next year. We may want 2-3 of us at this meeting, or invite Andy Roberts (stewardship chair) to come to Board meeting for report out.
- Citizen's Climate Lobby – attend Sunday Circle, assess supporting/joining, and discuss how to generally approach a policy of whether/how we endorse organizations.

8:50-9:00

Upcoming:

Newsletter article (due November 26, and who) -

December Meeting Reading -

Next Board Meeting: December 12, 2019

Attend Chat with Board at potluck -

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

I begin with gratitude for all those in the congregation who made it possible for me to spend time with my father in Oregon. I appreciate all those who stepped in to lead worship or rescheduled meetings or met with me via Zoom.

Gratitude also to the board for completing the second preliminary fellowship renewal evaluation, especially to Steve and Wayne for meeting with me to review the evaluation.

Leads Worship and Officiates Rites of Passage

October's theme was Belonging and started with Ellen Plummer and Kimberley Homer leading a celebration of the Mental Health Justice Ministry transitioning into a NAMI affiliate. We introduced the spiritual exercise of considering "Whose Are We?" and then how we might widen the circle of belonging by considering how our words and actions can exclude others. Dr. Frank Shushok's presentation on "Community & Friendship: An Antidote to an Increasingly Lonely Culture" was very well received, and his wife, Rev. Kelly Shushok let me know that they felt very welcome by our congregation. In November, we are considering what it means to be people of attention. We participated in "Climate in the Pulpit" (sponsored by Virginia Interfaith Power and Light) with a service on Attention to Action. Rev. Doug McCusker from the UU Fellowship of Fredericksburg led worship this past Sunday so that I could speak at the UU Church of the Highlands, a lay-led congregation in Meadowview, Virginia.

We welcomed seven people in a new member recognition ceremony. I was honored to officiate at the marriage of a couple one morning on the grounds, and I am looking forward to officiating at Meredith Hundley's wedding ceremony in our sanctuary.

Ella Kromin and I met and talked about ways we can increase participation in the Chalice Singers.

Provides Pastoral Care and Presence

I've been making visits with people in their homes as well as in my office. I've found that people outside the congregation who know us from our work in the community or from attending memorial services here feel comfortable seeking pastoral/spiritual care from me as well.

The lay pastoral care ministry has been discussing how best to meet the pastoral needs of our congregation, such as the caretaker support group that meets on the second Tuesday of the month. Mark Benson has volunteered to work with the LPCM, meeting with us to determine training and other needs—particularly how we can encourage members of the community to make greater use of the LPCM services.

Encourages Spiritual Development for Self and Others

Introducing spiritual exercises (from the Soul Matters small group ministry packets) during Sunday services seems to be working well for people.

The Transgender Inclusion in the Congregation workshops will be completed this month. Attendance has been great, and people are continuing to sign up. The “Exploring UU Theology” class has continued to meet, with six regulars attending. We held the first monthly “Spirituality of Aging” group the first Sunday in November and had 23 participants. The discussion was engaging; it’s clear we’re meeting an important need.

### Witnesses to Social Justice in the Public Square

I’ve attended two UU Legislative Ministry VA meetings with ministers and lay leaders who are trying to revitalize this advocacy group. Mark Benson joined the second meeting (the day after the election) and will continue as our representative.

I’m really pleased with the rejuvenation of the Environmental Justice Team. Thanks to those who have been working tirelessly since the inception of the team (Alan Moore, Janet Sawyer, Bill Baker, Helen Renqvist, and Rick Ashley—with others sporadically), but also and especially to Dick Bauman who invited new members this fall to join the group. We plan to create a strategic plan in January and fill it in with activities that we will ask the congregation to participate in. We had very positive response to the Attention to Action/Climate in the Pulpit service on November 3<sup>rd</sup>—with many people filling in the cards for VICPP and writing letters to our representatives in the federal government on behalf of the Citizens Climate Lobby. I would like all board members to attend the Sunday Circle on December 15th to learn about the Citizens Climate Lobby. I’ve been asked to endorse their proposed legislation (HR763), both individually and for the whole congregation, but I believe the board should vote their approval first.

I attended the Bridges and Barriers sponsored by the NAACP (with generous support from UUC through a ½ plate collection) and was really pleased to see many UUC folks there (Cynthia and Dick Luke, Nancy Norton, Kyra Nguyen, and . . . ). Jamie and I also attended the Combating Racial Injustice Workshop, Part II, Black Lives Matter: Eliminating Racial Inequity in the Criminal Justice System, and was pleased to see Isabel Berney, Nancy Bodenhorn, Jeff Legge, Barbara Taylor in attendance as well.

### Leads Administration

The great news this month was the success of the annual auction. We raised a record amount of money, but I was especially proud of how hard the organizers worked to make this a true FUNdraiser, accessible to people no matter their financial situation. While the live auction is still cost-prohibitive for some, there were many fixed price items to make sure that more could participate by purchasing items or events.

We had a successful Newcomers Orientation on October 12<sup>th</sup>, with seven newcomers, members of the Connections Committee, and Nancy Bodenhorn representing the board. Two of the newcomers decided to join.

I’ve done a walk-through of the building with Dick Luke to update building work log. We are recruiting new members for the building committee and plan to meet to go through the list to prioritize jobs and determine which could be completed by volunteers.

### Serves the Larger Unitarian Universalist Faith

Jamie and I were welcomed warmly by the lay-led UU Church of the Highlands in Meadowview this past Sunday. I wonder how we might increase our connection to this congregation, which is small but thriving.

By the time the board meets, I will have spent several days at The Mountain for the SEUUMA (Southeast UU Ministers Association) retreat, meeting and learning with colleagues from all over the southeast.

### Leads the Faith into the Future

The evaluation process made evident how nebulous this area of ministry seems. According to Fulfilling the Call, one way we lead the faith into the future is “Building Alliances that Advance Unitarian Universalism.” One way I work on this is by attending the Blacksburg Ministerial Association, which we will host at UUC on December 4<sup>th</sup>. Likewise, attending anti-racism trainings and other community events provides opportunities to build relationships with people from many other faith communities.

### Time away from Blacksburg

SEUUMA Retreat at The Mountain, November 11-14.

Blue Ridge Cluster of the group formerly known as VACUUM, November 19.

Thanksgiving in Charlottesville, November 28-29.

**Administrator's Report to the Board**  
**November 14, 2019**

**Website Update:** The webpage for MHJM has been deleted since this group no longer exists and has been incorporated into NAMI NRV. A new webpage under "Connect" was created entitled "Support groups" and includes info on 2 NRV Trans\* support groups, 2 NAMI NRV support groups, the parent bereavement group, and the caregivers' support group.

**Fence repair:** Mrs. Kelso's insurance company is sending a check for \$1000 for repair of the fence, and downed tree removal and replacement. The estimates that I provided totaled \$1200. John Kelso has previously offered to pay the difference so will let him know the actual number when repairs are done unless the decision is made for UUC to cover the difference. Thank you to George Lally for getting the estimates and contacting the contractors.

**New Pledges:** We received 2 new pledges recently – one from a new member and one from an old member who hadn't pledged.

**Committee Meetings:** Attended Stewardship Committee meeting last month, and plans are moving along. A theme will be decided upon at November 17 meeting.

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

**Time Off:** I'll be heading to my cousin's in NOVA on Thanksgiving Day and returning the next day.



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

Submitted by Karen Hager, Director of Lifespan Faith Development

### **Registration**

Registration numbers to date:

- CYRE: 118
- LFD Activity Slots: 143
- UUC Activity Slots: 162

*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 begun and runs through December 24. We have 24 pairs of child and adult Buddies.
- It's Scary to Be Hungry raised \$2872.33 in food and cash donations. The Interfaith Food Pantry stated that it's their largest collection since Kroger changed their solicitation rules.
- Our Middle School RE class will visit Shantiniketan Temple in Roanoke on Sunday, November 17. Adult members of the congregation and parents are invited to join the class.
- Our Adult RE class, Transgender Inclusion in the Congregation, concludes this month, and continues to receive registration for the online class. A discussion group for the online class will be held on November 24.
- Spiritual Aging began this month and will meet monthly.
- Coming of Age youth and mentors enjoyed an Escape Room adventure at UUC. YRUU will also be enjoying this activity later this month.
- OWL 8-9 held a parent info meeting this month. We have 7 youth already registered for the class that begins in January.
- Mitten Tree is up downstairs and accepting donations of new mittens, gloves, scarves and hats through November 24 (Mitten Tree Sunday). All donations benefit the Montgomery County Christmas Store.
- Brandie Lemmon, Natalie Gibbs and Sara Catlett have joined Jane Keppel-Benson (chair) on the LFD Committee. We meet later this month.

### **Professional Development**

- I will be attending the LREDA fall conference in Baltimore November 7-10.
- I will be taking 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**

- 11/6, 11/20: Exploring UU Theology
- 11/7, 11/21: Transgender Inclusion in Congregations class
- 11/15: MSYG, offsite at Sinkland Farms
- 11/17: Bridging Conversations
- 11/17: LFDC meeting
- 11/17: MS RE visit to Shantiniketan Temple, Roanoke
- 11/24: Mitten Tree Sunday
- 12/1: No RE due to holiday weekend; children attend Family Service