

UUC Board Meeting Minutes
June 11, 2020
Approved July 9, 2020

In attendance via Zoom (required for social distancing): Pam Philips (ex-officio), Steve Keighton (president), Wayne Neu (president-elect), Sandy Powers (treasurer), Nancy Bodenhorn (secretary), Dan Kominsky, David Hundley, and Bob Stimson (president-elect 20-21), Brandie Lemmon (incoming 20-21), Meredith Hundley (incoming 20-21) and Quigley (incoming 20-21).

Not in attendance: Nancy Norton

Chalice Lighting, Reading: Sandy Power
Check-in

Review and Accept Agenda – accepted unanimously.

Member Forum – Stephen Henninger (Strategic Planning Committee member)
Stephen reported on some of the initial work of the committee, including creating and reviewing a map of where members live, and creating a survey for members and friends. The Board members have seen and responded to the survey, and had some specific feedback with minor suggestions. Some concern expressed about the length of the survey, and whether it should be anonymous or what demographics are needed. Generally, the Board supported the design and thoughtfulness evident in the survey.

Approve Consent Agenda: approved unanimously. Expressed gratitude for all of the staff and the work that they are doing, which is above and beyond the usual.

Minister's Report
Administrator's Report
DLFD's Report
Previous Meeting Minutes

Treasurer's Report:

Given the recent additional donations, PPP loan, and lack of expenses in some areas, the cash flow looks good right now and we are still expecting a surplus at the end of the fiscal year.

Discussion about when items are rolled over into surplus or deficit. They are defined at the end of the fiscal year when the account is reconciled.

Old Business:

-Animal Policy discussion. Continued from March, service animals can be problematic for those who are immune suppressed as well as allergies. Board will continue discussion and move toward a resolution that will balance meeting a need to welcome those with service animals and those who have problems with the attendance of dogs. Discussion focused on

the possibility of having separate areas and routes of traffic for those with dogs and those who need to avoid them.

-Policy and Procedure editing process plan. Board this year has been reading the P&P document, a section at a time, and making comments on suggested edits and reorganization. Next year's Board should continue and finalize the work, will need to figure out how to manage the task. Wayne will lead this effort in the upcoming year.

-Building closure and consideration of partial opening. Small group meetings with social distancing are being held on the grounds outside. Sunday services are a few months away (at least). We decided to task the existing Safety Committee with drafting an outline of specific actions which would be necessary to ensure safety when we do determine that it is appropriate to reopen. This is to include cleaning practices, supplies we need to make available to users of the building, additional equipment that would be needed when we begin services, etc. The committee may also provide recommendations as to the conditions when certain levels of reopening are appropriate. We will likely first open to small groups before holding Sunday services in the building. We will provide some resources to the committee that they can draw upon and perhaps bring in an expert consultant. The board will continue to monitor local conditions and make decisions to allow use of the building when it seems appropriate.

The Board voted unanimously that we will maintain the closure of the building to small and large groups until further notice.

New Business:

-Rental of piano (specific request). An individual has requested to pay to use our piano to record solo playing for her doctoral degree requirements. She would need to be in the building twice (once in June and once in July) for four hours each date. Board unanimously approved this individual use.

-Memorial Garden Committee addition. Board approved the addition of Isabel Berney to the Memorial Garden Committee.

-Suggestions from Annual Meeting regarding finance. Members during the annual meeting made the following suggestions that will be followed up by the Finance committee – exploring a Mortgage refinance while rates might be lower, and looking at the Vanguard Investments to assess the mix of investments in terms of UU values and risk management.

-Donation gift. Unanimous vote to gratefully accept a restricted gift of \$300 from Walt Pirie for picnic table replacements for the grounds.

Upcoming:

Newsletter article - Wayne, June 25

July Meeting Reading – Nancy Bodenhorn

Next Board Meeting: July 9, 2020

Meeting adjourned at 9:13.

UUC Board Meeting Agenda

Date: June 11, 2020

7:00 – 7:15

Chalice Lighting, Reading: Sandy Power
Check-in

7:15 – 7:20

Review and Accept Agenda

7:20 – 7:30

Member Forum – Steve Henninger (Strategic Planning Committee member)

7:30 – 7:40

Approve Consent Agenda:

Minister's Report

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Previous Meeting Minutes

7:40 – 7:50

Treasurer's Report

7:50 – 8:40

Old Business:

-Animal Policy discussion.

-Policy and Procedure editing process plan.

-Building closure and consideration of partial opening. Establish a task force?

8:40 – 8:50

New Business:

-Rental of piano (specific request)

-Memorial Garden Committee addition

-Suggestions from Annual Meeting regarding finance

-Donation gift

8:50-9:00

Upcoming:

Newsletter article (when and who) –

July Meeting Reading -

Next Board Meeting: July 9, 2020

Leads Worship and Officiates Rites of Passage

Worship on Zoom has continued to offer challenges and opportunities. The annual youth service proved difficult to plan with the youth, but they and the congregation came through in a big way. Thanks to all those who provided photographs, letters, and videos for the service. Thanks especially to youth advisor and worship associate Stephen Henninger for helping to plan and creating PowerPoint presentations (for each of the graduates and one of the senior photos from congregants) and to Jane Keppel-Benson for delivering roses and chalices to the grads and photographing them. The flower communion was also a grand production, with over 60 congregants sending in photographs, Ella Kromin and Jared and Natalie Gibbs providing wonderful music, and WA's Ellen Plummer, Victoria Taylor, and Kimberley Homer writing reflections. Our UUSC Sunday was the first time using recorded sermons from other ministers, and it seemed well received. During the summer, we will be having more "guest ministers" in this way; a group of Virginia UU ministers are creating a sermon library to share with each other. This past Sunday we had difficulty sharing videos of music—the first significant technical difficulty in thirteen Zoom services. I've figured out the cause of the glitch, but it points out the need to have some back-up/redundancy plans.

Our mid-week gatherings continue to be well attended (between 10-20 computers logging in), and the worship associates have pretty much taken over planning and executing them. We'll be talking about the possibility of providing some worship/spiritual gatherings outdoors at UUC at our meeting this week.

The worship team is welcoming two new members—Alyssa Short and Tommy Iafate.

The bridging ceremony was our rite of passage—as mentioned above, I appreciate the support so many gave to make it happen.

Provides Pastoral Care and Presence

While I continue to meet with people on Zoom, I've also begun to make pastoral visits in person on a very limited basis and meeting outdoors with masks and physical distance. I've had ten official pastoral visits and many more informal ones. The Wednesday gatherings, along with other small group meetings, have given people opportunities to stay connected with each other. I appreciate when people let me know when they or others are experiencing difficulty and encourage the board to remind folks to reach out to me or the leaders of the Lay Pastoral Care Ministry if they are struggling. While we have not had many cases of COVID-19 in the area, people are beginning to experience more difficulty with isolation and depression. The recent police killings and subsequent protests have also been emotionally challenging for many people.

Encourages Spiritual Development for Self and Others

The Conversations on Faith group has been working its way through *The Lost Art of Scripture* by Karen Armstrong. It has been challenging for some people but leads to great conversations.

I've met with ministers and religious educators from our UU religious professionals group, and we are planning to collaborate on adult faith development in the months ahead. This will give congregants an opportunity to choose from a wider variety of offerings and to learn with members of congregations across Virginia.

Story time on Wednesday morning continues to be a great source of joy for me.

Meditation and meetings with my spiritual director and mentor minister continue to sustain me, but I am looking forward to time for rest and restoration in July.

Witnesses to Social Justice in the Public Square

The recent deaths of George Floyd, Breonna Taylor, and Ahmaud Arbery have given rise to the need for public witness. I participated in the march in Blacksburg on June 1st and was pleased to see so many members of UUC in attendance. It was powerful to be with so many people and to experience the passion and commitment of the young organizers. I was honored to be asked to speak at a gathering for justice and healing at the Christiansburg Institute on June 6th. Again, several members of UUC attended, including two youth from YRUU who came over to say hello.

Several people expressed disappointment that they did not know about these events until too late, so Lisa will be creating a listserv (with a name like PublicWitnessOpportunities) so that we can send out alerts to people when we find out about events people might like to attend.

Leads Administration

I've met with all of the staff in the past few weeks. I have not yet conducted evaluations, but it has been good to meet with staff to talk about what we might need to do going forward. I especially appreciated a long conversation with Karen Hager, who is still officially on sabbatical and am excited about some of her ideas for religious education in the coming year.

My meetings with the strategic planning committee have been inspiring. They work together well and come up with great ideas. Jim Kern created a [map](#) showing where all the members and friends of UUC live, giving us a chance to see "the big picture." Stephen Henninger, with feedback from Frank Napolitano and then the whole committee has created a [survey](#) that will yield useful information. I encourage all board members to take the survey before our meeting so they can give feedback to the committee.

The annual meeting went great, despite the challenges of Zoom. I heard so many compliments and want to congratulate Lisa Evanylo, Wayne Neu, Nancy Bodenhorn, and especially Steve Keighton for making it happen. Thanks, too, to Arthur Snoke for anticipating problems and updating the website, and for Don Philyaw for offering suggestions.

I met with the auction committee after watching a webinar on fundraising (they attended it with very little notice), and they have made some good plans to hold an "on-going" auction to make up for the fact that we will not be able to hold our usual auction event. Thanks to Molly McClintock, Irene Peterson, Linda & Joe Powers for being creative and flexible.

Serves the Larger Unitarian Universalist Faith

COVID-19 has given us the impetus to do more collaboration as professionals. We will continue to meet through the summer, and I'm hoping that two different initiatives (sermon library and adult RE collaboration) will continue after the need to do everything virtually is over.

I'm excited to virtually attend one of my classmate's ordinations this Saturday, particularly because she will be serving the congregation in Virginia Beach as of August. As "dean" of our professionals group, I've also welcomed three new ministers who will be serving in Lynchburg, Charlottesville, and Roanoke beginning this summer.

The Blacksburg Ministerial Association has continued to meet on-line. I attended another virtual Interfaith Brown Bag Dialogue at Virginia Tech and am looking forward to Stephen Henninger presenting about Unitarian Universalism in an upcoming meeting.

Leads the Faith into the Future

We will all be discussing the best way to move forward in the coming months.

Time away from Blacksburg

I plan to be “away” during Ministry Days and General Assembly the last week in June and to take vacation during the month of July. I may be out of town for an ordination in July (in Richmond), but will probably be doing a “staycation” for the majority of my time off. I will appreciate people respecting my need for rest and renewal.

Administrator's Report to the Board
June 11, 2020

UU Administrator Professional Days: I will be participating via Zoom on June 23-24 in 2 afternoons of education and community for administrators. As I mentioned last month, this year the days are free to all administrators. The first day will be a presentation on self-care, the keynote address and a happy hour. The second day will be a presentation from the offices of church staff finances and stewardship. This is followed by 1 of 3 workshops of which I chose social media and communication during Covid. This is followed by a workshop on dismantling white supremacy. Hoping that it's all very informative and worthwhile.

Pledge Reminders: Early next week, I'll send an email to all pledgers for 2019-20 reminding them that the fiscal year will be ending June 30 and to get remaining pledge payments in. As of now, we have \$23,642 in outstanding pledges, but I anticipate much of this will be paid as several who owe on their pledge have recently emailed asking for the amount owed, and others pay monthly and should be paid up following the June payment.

Updating Board Contacts with UUA: On July 1, I will update the UUA Data Services page with the names and contact info of new Board members (and remove those going off the Board). I'll also update our email lists for board and boardonly.

Attendance/Members: See Google Doc. I am only recording the number of households that log in to our virtual service. Some households have 2 or more online at once so numbers are deceiving.

DLFD Report to the Board – June 2020

Submitted by Rachel Craine, DLFD Assistant

This Month

- RE, MSYG and YRUU have finished for the school year.
- Summer RE has begun, with lessons being sent home each Sunday
- A survey has gone out to RE families and is being used to evaluate and plan for virtual options for Fall, 2020. Plans will be finalized upon Karen's return, but it is looking like we will offer a combination of a couple multi-age zoom classes on Sundays, as well as continuing to send home electronic lessons. This would be accompanied by monthly deliveries of supplies for registered families, so that crafts and activities could be completed at home. There would likely be two classes, one for preK and another for K-5.
- Karen is writing an exciting new curriculum that we expect will be used for a K-5 combined class this fall. It is based on Disney/Pixar "shorts" and will easily be adapted for virtual lessons.
- Middle school RE will probably not happen on Sundays. Especially with schools being mostly online, it does not seem that many middle school aged kids will be likely to participate. We are thinking of having MSYG meet one Friday per month online, and another Friday each month would be MSRE, using a Simpsons based curriculum.
- Story time has been dropped to once per week for the summer and will be reevaluated in the fall.
- Teacher recruitment is complete, and if we do not meet in person and have combined classes, we probably have an excess of volunteers (not complaining.)
- Karen will be back soon!!!! (I'm excited!)

As a reminder, I am covering Children's RE, Coming of Age, Middle School Youth Group, and the Library. The main contact person for questions about other groups will be:

- YRUU/YAC: Jane Keppel-Benson
- OWL: Andy Roberts
- ARE: Pam
- LFDC: Jane Keppel-Benson