

## UUC Board Meeting Minutes

Date: December 10, 2020

Approved January 14, 2021

Members in attendance (via Zoom): Wayne Neu, Nancy Bodenhorn, Meredith Hundley, Pam Phillips (ex-officio), Mindy Quigley, Brandie Lemmon, David Hundley, Bob Stimson

Chalice Lighting, Reading (Wayne Neu)  
Check-in

**Review and Accept Agenda.** Accepted unanimously with addition of Discussion of Blacksburg gun ordinance.

**Member Forum** – no one attended.

**Approve Consent Agenda:** Accepted unanimously

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

### **Treasurer's Report** (Appointment of Assistant Treasurer?)

Linda Powers has agreed to serve as assistant treasurer while Meredith is out on maternity leave. Vanguard has received the documentation of change of authorized signatures and online access. Investments have been shifted within Vanguard to funds that are categorized as Environmental Social and Governance (ESG).

### **Old Business**

- Building closure discussion. Due to continuing increase of COVID cases in Montgomery county, the UUC building will remain closed.
- Leadership Development Committee Membership. Steve Keighton has agreed to join the leadership development committee. Jim Flowers, Isabel Berney, Dan Brown and Alison Armstrong and Bob Stimson (as president-elect) are the others on this committee. The committee's function includes development as well as nomination. Discussion included ideas of expanding and/or separating the functions, or including and relying more on the board, self-nominations or drop-box for nominations, and how the nomination process is initiated. The board plans to invite members of the leadership development committee to a board meeting with ideas for the board to review and discuss.

### **New Business:**

- Discussion of the Commission on Institutional Change report. Board read the introduction to the report prior to the meeting, and will be reading and discussing the governance section of the report in January.
- Approval of the housing portion of minister's salary for 2021. The board unanimously approved \$6000 of Reverend Pam's compensation as a housing allowance.

- Vision for FY 22 - Budget, etc. Board members discussed big picture ideas for guiding congregation into the future. Discussion points included: Desire to maintain an on-line presence/hybrid even after COVID; possibly holding outside services; staying connected in a variety of modes; realization that sense of community may change to include alternatives to personal meeting time; shift to fund-raising for non-restricted funds. The Strategic Planning committee found strong support for community building through small groups within the congregation, and support for coordinating with other community groups. The technology committee has already purchased a new microphone, and is planning to purchase new camera which has/will enhance the listening experience of Sunday services. The technology committee will be asked to report about other upcoming needs. The board also recognizes that some congregants' response immediately after re-opening might be to avoid screen-time. RE could be developed differently to use more outdoor space. Points of this discussion will be shared with the finance and stewardship committees.

- Discussion of Blacksburg gun ordinance. Town Council will be hearing an ordinance to prohibit firearms at festivals and government issues. The board decided that the best approach in this case of advocacy is to encourage individual members to send letters to the Town Council, which will be announced on the UUC Facebook page.

**Upcoming:**

New to UUC Meeting Rep for December 20 (Nancy Bodenhorn)

Newsletter article (due 12/24) – Wayne Neu

Next Meeting Reading – Brandie Lemmon

Next Board Meeting: Jan. 10, 2020

Check-out (How'd we do?)

Meeting adjourned at 9:15.

UUC Board Meeting Agenda  
Date: December 10, 2020

7:00 – 7:15

Chalice Lighting, Reading (Wayne Neu)  
Check-in

7:15 – 7:20

Review and Accept Agenda

7:20 – 7:30

Member Forum

7:30 – 7:45

Approve Consent Agenda:

**Minister's Report**

**Administrator's Report**

**DLFD's Report**

**Previous Meeting Minutes**

7:45 – 8:00

**Treasurer's Report** (Appointment of Assistant Treasurer?)

8:00 – 8:20

Old Business

- Building closure discussion
- Leadership Development Committee Membership

8:20 – 8:50

New Business:

- Discussion of the Commission on Institutional Change report
- Approval of the housing portion of minister's salary for 2021
- Vision for FY 22 - Budget, etc.

8:50 – 9:00

Upcoming:

New to UUC Meeting Rep –  
Newsletter article (due 12/24) – Wayne  
Next Meeting Reading –  
Next Board Meeting: Jan. 10, 2020  
Check-out (How'd we do?)

\* Items in **bold** are to be reviewed before the meeting

### Leads Worship and Officiates Rites of Passage

Our exploration of Healing in November included a moving video created by Hayden Catlett for Transgender Day of Remembrance, a service on the healing power of gratitude led by Stephen Heninger and Ellen Plummer from the sanctuary, and a poignant reflection by Kimberley Homer. Several congregants have communicated their gratitude for all the worship associates' contributions to worship. I add my own gratitude for their leadership for the mid-week gatherings (Victoria Taylor and Alyssa Short, in particular). The worship team has been soliciting applications from congregants to join this incredibly strong group.

We've continued to experiment with ways to ground our services in the sanctuary. Using a web camera has helped include a wider view of the space, and a new Yeti microphone has improved the sound quality. The technology committee has decided to purchase a better USB-PTZ camera that should improve the video quality.

We've begun exploring the theme of Stillness. Highlights for December will include the annual multi-generational no-rehearsal play, being produced by Karen Hager and Rachel Craine, and a Christmas Eve service for families at 5:30.

Board members are encouraged to film themselves saying the Congregational Covenant for use during services. Thanks to Nancy Bodenhorn for doing so this past week.

### Provides Pastoral Care and Presence

We survived the November election and are entering into a holiday season like no other, and pandemic fatigue has certainly become a factor in our lives. In addition to during the midweek gatherings and Sunday morning services, it's been important to acknowledge in other settings that we are living through difficult times. I was glad to see thirteen people come to the Thanksgiving "dessert" Zoom meeting and encourage everyone to take advantage of all the gatherings we offer. I am continuing to meet on Zoom with folks. My [scheduling app](#) automatically sets up Zoom meetings.

### Encourages Spiritual Development for Self and Others

I am grateful to have traveled to the Outer Banks for a long weekend, a much-needed opportunity for self-care. We were surprised and delighted to see Erich Hester and Linsey Marr and kids at the Wright Brothers Monument while we were there!

I'm excited that Susan Baker, Denise Martin, George Lally, and Patrick Feucht have already been discussing logistics for holding evening labyrinth walks in the week between Christmas and New Year's Day. Several people have volunteered to decorate and staff the event, and we will be sending out information as soon as the plans are finalized.

We will be offering two adult faith development opportunities in the new year: Karen Hager's Fifth Dimension (using Twilight Zone episodes and discussion) and another round of Transgender Inclusion in Congregations. I encourage board members to attend the latter workshops, especially.

## Witnesses to Social Justice in the Public Square

I've been meeting with other ministers to help revitalize the UU Legislative Ministry Virginia in time for the upcoming General Assembly session in January. Currently, the plan is to support the VICPP (Virginia Interfaith Center for Public Policy) initiative to end the death penalty in Virginia. I understand that the most recent execution was of a young man who participated in YRUU here at UUC. I'd be interested in hearing from anyone who remembers William Morva, especially related to his connection to this congregation.

## Leads Administration

The stewardship committee welcomed two new members, and already they've given us new ideas and perspectives as we plan the upcoming campaign. They have asked the strategic planning committee to have input, and it seems likely the two committees will have some collaboration.

The technology committee has met three times and made recommendations for short-term improvements but is also considering longer-term solutions to holding hybrid worship services.

The Connections Committee held a New to UUC after-service discussion with a member of the committee, minister, and board member, but no one attended. We'll be trying again on December 20<sup>th</sup> and **need a board member to volunteer to participate in the gathering on December 20<sup>th</sup>.**

## Serves the Larger Unitarian Universalist Faith

I continue to serve as the convener of the UU religious professionals group (which I hope will have a new name starting in January). I've also been mentoring a seminarian at Meadville Lombard and recently met with a prospective seminarian who is discerning their call.

I attended the virtual ordination of a classmate in Berkeley, California last weekend.

## Leads the Faith into the Future

As Wayne noted in his reminder for the board meeting, I hope we will begin discussing the final report of the Commission on Institutional Change—*Widening the Circle of Concern*— not only in board meetings but other committees and groups at UUC. The report offers us some good reflection points to help us consider what we could become as a congregation and a movement.

**Administrator's Report to the Board**  
**December 10, 2020**

**MailChimp Template for Announcements:** Spent some time this past week working with the admin at the Glen Allen UU Church who showed me their lovely template and process for their weekly email news blast which they actually consider a newsletter. I am working on creating a new one for our use based on what I learned. They have a paid account (\$15/month), but we are grandfathered in with features in our free account that I believe keep us from needing a paid account at this time. May take a while but hope to start using the new template for Thur. and Sunday announcements in the near future.

**Committee Meetings:** Attended Stewardship Committee meeting in the past month.

**Connections Committee/Monday Meet-up Update:** 13 people attended the special Thanksgiving Meet-up, and the Monday Meet-ups vary with 2 to 6 in attendance, most of whom are repeat participants. These will continue into the new year. The online form for joining interest groups will be available in January.

**Community Assistance Fund:** Note that the offering at the Christmas Eve service will go to our CAF along with the 1/2-plate offering on Dec. 20. The fund currently has \$1958. We received many calls from congregants and people in the community seeking help with food, utility payments, rent, medical bills, etc. Since January, Pam has contributed \$1747 to helping those in need.

**Annual membership number certification with UUA:** I will submit this information along with other requested info (budget numbers, attendance, RE registration, etc.) in January.

**Attendance/Members:** See the Google Doc. Note that the numbers reflect the number of computers logging in via Zoom and not the actual number of people. We continue to have a small number of new people logging into services and returning.

I won't be taking any vacation time during the holidays.

Happy Holidays!

## **DLFD Report to the Board – December 2020**

Submitted by Karen Hager, Director of Lifespan Faith Development

### **Registration**

To date, 52 families, representing 91 children and youth have registered. As expected, those with Nursery age children with no online program are not registering. The breakdown by class is:

- Nursery: 3
- PreK: 12
- K-5: 35
- Middle School: 20
- High school: 21

### **Children and Youth Programs**

- Mitten Tree was held outdoors on November 22 as a drive-by donation drive and tree decorating. Our Christmas tree was put up outside and cars drove by to hang their donations of new mittens, gloves, scarves, and hats. We had a good turnout and, as always, UUC folks were very generous! All items have been donated to the Montgomery County Christmas Store.
- The Buddy Project is in full swing and both Rachel and I have noticed very positive engagement this year! We have 35 children and adults participating, communicating by snail mail, email or secret home drop-offs. I can attest that the emails are flying back and forth, and have heard about several fun expeditions to sneak up on a Buddy's house. We are taking note of some changes we made due to COVID that have been so popular that they will likely be added to our next in-person program.
- The No Rehearsal Holiday Pageant is in pre-production! Our cast of 26 (great participation!) is currently at work making videos of themselves saying their lines and acting their little hearts out. Numerous Facebook postings show that folks are having a lot of fun with this! Rachel will splice the video clips together into a final play, which will be shown at the holiday multi-generational service on December 20. We are looking forward to a very fun play, showcasing many of our families!
- LFD is sponsoring a Reverse Advent Calendar to benefit the Interfaith Food Pantry. The idea is to place 1 food item into a box in the month of December, then donate the entire box to IFP after Christmas. I've had tremendous positive feedback to this idea. My Facebook posting has been shared multiple times, including by the Mayor of the Town of Blacksburg, who reports that her post has also been shared 5 times and has had about 500 views to date. We are hoping other churches use this idea in their own congregations and that IFP will receive lots of food for the after holiday period.
- YRUU gathered together for a hike and bonfire the weekend before Thanksgiving. We had wonderful turnout for this event, including 3 freshmen who have been reluctant to join the group online. This was our second in-person event, both held outdoors and following all UUC COVID policies. YRUU would like to hold monthly outdoor OOCEs (OOCE: out of church experience), weather permitting, throughout the year. YAC has also pioneered a new form of youth leadership this year, spreading leadership roles throughout multiple youth and age groups, instead of our traditional leadership model of 2 seniors. This change is working very

well; we are mentoring many more youth in leadership roles, and it's keeping youth in leadership positions from becoming overwhelmed with too much responsibility.

### **Adult Programs**

- Pam is planning to hold the "Transgender Inclusion in Congregations" class again this winter. We had good participation last year, but had talked from the beginning of holding this class over multiple years. The class lends itself easily to an online format.
- A discussion group is also planned for winter based on the UUA Common Read for 2020, *Breathe: A Letter to My Sons*, by Imani Perry. We are waiting on the study guide's release before finalizing the date.
- I am also planning to teach *The Fifth Dimension* for adults this winter and spring. This is one of my curricula, which uses "The Twilight Zone" as the basis for discussion of values, ethics, and social justice. I have had many requests over the past few years for an adult version of this class, and will be spending part of December getting the details finalized.