

UUC Board Meeting Minutes
Date: January 14, 2021
Approved February 11, 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 (Brandie Lemmon)
Check-in

Review and Accept Agenda: Approved unanimously

Member Forum (no-one attended)

Approve Consent Agenda: Approved unanimously

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

Treasurer's Report – Vanguard accounts have been moved into funds that are environmentally and socially focused.

Old Business

- Building closure discussion – building will remain closed for the foreseeable future due to continued COVID levels in the county.
- Date for Leadership Development Committee meeting with board – The nominating committee met last week and discussed ideas for a slate. No meeting is needed with the Board.

New Business:

- Stewardship theme – Stewardship requested affirmation of their planned theme, the Board unanimously approved the theme “Worship Beyond Walls: Connection, Community and Service”.
- Approval of restricted gift – A member has donated \$3,000, with \$1,000 dedicated to landscaping and grounds and \$2,000 to the general fund. This generous gift is accepted with appreciation.
- Budget review and priority discussion – Finance committee submitted a draft of the 2021-2022 for Board discussion. Some feedback will be provided prior to finalizing the budget.

- Staff attendance at board meetings – DLFD requested that this staff position be added to the Board as an ex-officio member. More than four years ago, the staff were expected to attend as ex-officio members (i.e. Administrator, for note taking, RE director). One of the Interim ministers and Board stopped that practice, which has now been in place for the last four years. Various practices are in place in other boards that the UU Board members have experienced. The Board is considering this request and issues of by-laws changes, history of previous decisions, and impact on hours. The question was also raised about whether the Administrator should also be included, as had been in place in previous practice. Discussion will continue at next Board meeting. All staff and members are always welcome to attend Board meetings.
- Discussion of the Commission on Institutional Change report – This section was tabled due to time.

Upcoming:

Newsletter article (due 1/28) – Brandie Lemmon

Next Meeting Reading – David Hundley

Next Board Meeting: Feb. 11, 2021

Check-out (How'd we do?)

Meeting adjourned at 9:25

UUC Board Meeting Agenda
Date: January 14, 2021

7:00 – 7:15

Chalice Lighting, Reading (Brandie Lemmon)
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

DLPD's Report

Previous Meeting Minutes

7:45 – 8:00

Treasurer's Report

8:00 – 8:05

Old Business

- Building closure discussion
- Date for Leadership Development Committee meeting with board

8:05 – 8:50

New Business:

- Stewardship theme
- Approval of restricted gift
- Budget review and priority discussion
- Staff attendance at board meetings
- Discussion of the Commission on Institutional Change report – **governance section**

8:50 – 9:00

Upcoming:

New to UUC Meeting Rep –

Newsletter article (due 1/28) –

Next Meeting Reading –

Next Board Meeting: Feb. 11, 2020

Check-out (How'd we do?)

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

Leads Worship and Officiates Rites of Passage

We continued our exploration of Stillness through December, and this month we are exploring Imagination. Ellen Plummer and Victoria Taylor led the first worship service of 2021. This past Sunday, Kimberley Homer worked with our guest speaker, Dr. Carrie Kroehler, who led us through some engaging and enlightening exercises. The anti-racism discussion group is working with me to plan our MLK Sunday worship service.

Karen Hager and Rachel Craine did a phenomenal job with the multigenerational No Rehearsal Pageant, as did the many members and friends, young and old, who sent in video tapes and the Gibbs family, who provided the music.

I'm grateful to Kimberley Homer, Jamie McReynolds, Ellen Plummer, Kristine Reid for participating in our Christmas Eve service, and to Alyssa Short for contributing ahead of time. Zoom created challenges and opportunities, but in the end, it was a lovely service.

Board members are encouraged to film themselves saying the Congregational Covenant for use during services. Thanks to Wayne Neu and Mindy Quigley for creating videos.

Provides Pastoral Care and Presence

I continue to attend the midweek gatherings and Sages when I'm able. The winter weather makes it more difficult to meet with people in person, but I encourage people to call, email, or use my [scheduling app](#) (which automatically sets up Zoom meetings) to find time to meet.

Encourages Spiritual Development for Self and Others

The Evening Labyrinth walks were wildly successful, thanks to the hard work of many volunteers, particularly members of the Grounds Ministry--Susan Baker, Denise Martin, George Lally. Susan has let me know that they would like to hold the event again next year on New Year's Eve and Day—an offer that I gratefully accepted.

I encouraged people who were interested in joining a Soul Matters covenant group to [sign up](#). I had hoped to have enough for a whole new group, but it looks like they will be put in existing groups that have room.

It was great welcoming a member of the Heritage UU Congregation to our Spiritual Aging Group this month. I continue to meet with children for Story Time at 3:00 on Wednesdays, but it is a rather small group, with only 2-4 children. I'm considering different ways to revive it.

We already have 7 people signed up for the Transgender Inclusion in Congregations workshops, and I'm hopeful that we will have more by the time we start meeting in February. The anti-racism discussion group will be sponsoring some adult faith development workshops as part of their work educating the congregation about the 8th principle.

Witnesses to Social Justice in the Public Square

The UU Legislative Ministry Virginia (UULMVa) will be holding a meeting for all UU's around Virginia interested in supporting the effort to abolish the death penalty on Monday, January 18th at 5:00 (join using this [link](#)). This will be part of our way of participating in the Virginia Interfaith Center for Public Policy [Day for All People](#)—an event that is usually one day of

lobbying in Richmond but this year will last a week. I encourage everyone who would like to engage in faith-based advocacy to attend.

I have been sending letters to Representative Morgan Griffith in relation to the insurrection on January 6th and encourage others to make your views known to him.

Leads Administration

The stewardship committee met with members of the strategic planning committee and have come up with a theme for our stewardship campaign—Worship Beyond Walls: Connection, Community and Service—and have some great ideas about how to adjust the campaign to life in the time of COVID.

I attended the Leadership Development Committee meeting called by Bob Stimson. We had a very productive meeting and have started contacting potential board members. We welcomed Steve Keighton and Brian Mayer.

The Connections Committee decided that the “New to UUC” after-service discussions weren’t working so we’ve re-vamped the virtual visitors card. We’ve also decided to have a newcomers orientation in February and hold a new member recognition in March. We also put out a [survey](#) to help connect members and friends of UUC who have similar hobbies and interests. So far, thirteen people have filled it out, and we’ll start connecting people with similar interests.

Serves the Larger Unitarian Universalist Faith

I’m hopeful that the UULMVa will become more active and am hopeful that the UU religious professionals will have a new name after our next meeting next week. I’m looking forward to meeting the new pastor at Blacksburg Presbyterian Church—she had to cancel our first appointment but we’re scheduled to meet next week.

Leads the Faith into the Future

I attended a gathering of Unitarian Universalists (professional and lay leaders) looking ahead to how we might provide hybrid services (in-person and virtual at the same time). There were over 70 people there involved in all different aspects of worship. I’ve started to have that conversation with staff and will be talking about it with the worship committee.

Administrator's Report to the Board
January 14, 2021

Community Assistance Fund: Thanks to the generosity of our members at the Christmas Eve service and the 1/2-plate offering on 12/20/20, \$3604 was donated to the fund. The fund now has close to \$5000 in it! This FY, Pam has helped people in need with approx. \$1500 for food, medical care, hotel rooms, utilities, etc.

Annual membership number certification with UUA: I will submit this information along with other requested info (budget numbers, attendance, RE registration, etc.) in January. The form has been adapted to changes that have been made within congregations due to Covid. There's also a congregational questionnaire which is a survey of questions to help the UUA gain a sense of what is important in the life of our congregation, how we are dealing with the pandemic, and how the UUA can help support our work. I'll work with Pam to provide our information. There are also questions on diversity of membership, staff, and board.

Annual Tax Letters with Donations for 2020: Will be emailed within the next 2 weeks to all who donated to UUC in 2020. Pledge reminder letters went out Jan. 6.

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

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.

Hope you are finding the new template for weekly announcements easier to read.

DLFD Report to the Board – January 2021

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

- The No Rehearsal Holiday Pageant premiered on December 20 to wide positive acclaim! We were very happy to see how many families wanted to participate and it was clear that they all had a good time. I've received many emails from congregants who enjoyed the production.
- Our Buddies met on December 20, with 100% attendance. My observation is that we had several strong connections built this year. Our online party sent Buddies to breakout rooms to talk together; our last pair spent 90 minutes together!
- LFD sponsored a Reverse Advent Calendar to benefit the Interfaith Food Pantry. Although we don't have a count on how many people participated since some likely took donations directly to IFP, I heard from several families that they were filling a box. Pauletta Copenheaver reported that IFP workers were very pleased to receive the donations. We will consider making this an annual event.

Adult Programs

- *The Fifth Dimension* for adults will begin later this month with the episode "The Obsolete Man" and a discussion on totalitarianism. We have opened this class to other congregants across Virginia and Heritage Universalist Unitarian Congregation (HUUC) in Cincinnati.
- Our "Transgender Inclusion in Congregations" class has seven registrants already, although it doesn't start until next month. I would like to urge all Board members to consider registering and attending. Having taken this course myself, I can attest that it's excellent and you will likely learn a great deal. I am urging all of my youth advisors and OWL teachers, in particular, to register.
- After checking with my groups to make sure they were OK with this plan, I have invited members of HUUC to join UUC in select LFD adult programs. One HUUC member attended Spiritual Aging this month and thanked me for the invitation.
- We are planning a Stuffed Animal Sleepover for Valentine's Day weekend as our February family event. We are also discussing other ideas for additional events to keep families connected to UUC until we are back together.

Board Action Request

My new contract with HUUC instructs me to attend Board meetings and confirms my status as an ex-officio member of the HUUC Board. During my consultation with Roanoke, and prior to their appointment of a settled DLFD, I also attended UCCR Board meetings as an ex-officio member. This has caused me to question again why I do not attend Board meetings at my home congregation.

When I was hired at UUC, I was told that I was expected to attend Board meetings (again as an ex officio member), and I did so while Chris, Alex and Dara served as Minister. It was during Don's time as Interim Minister that this practice was changed; little explanation was given for this change.

Although there are opinions on both sides concerning staff attendance at Board meetings, the DLFD holds a unique position among staff. A large portion of this congregation's ministry efforts are under my responsibility. My understanding is that LREDA considers it best practice for DLFDs to attend Board meetings, particularly once one has reached Credentialed status.

I can say with certainty that I feel less connected to the happenings in the rest of the congregation since I do not attend meetings – and therefore, unable to support these happenings to the best of my ability - and that I have a lesser relationship with members of the Board than I had in the past. And, although you have good representation on the Board this year among parents, this is not always the case; I think it's important that you always have someone attending who can speak to the concerns and issues of families.

I ask that the Board consider reinstating the DLFD to ex-officio Board status and that I once again begin attending meetings. Failing that, I request an explanation for the decision to exclude the DLFD.

Thank you.