

UUC Board Meeting Minutes

Date: February 11, 2021

Approved March 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 (David Hundley)
Check-in

Review and Accept Agenda. Approved unanimously.

Approve Consent Agenda: Approved unanimously.

Minister's Report

A clarification question was raised for Minister about the prospect of having an intern. Pam will check on the payment expectation, and we will consider adding a budget line in future years to support an intern.

Administrator's Report

DLFD's Report

Previous Meeting Minutes

Treasurer's Report.

NBB's error of deducting a mortgage payment from the Community Assistance Fund is being corrected by NBB.

Old Business

- Building closure discussion – Board members decided the UUC building should remain closed, as the numbers of infections and hospitalizations are about the same, not coming down.
- Finalize pre-campaign FY22 budget – The board president (Wayne) met with the Budget committee and finalized the FY 22 goal budget. The Board members approved unanimously of the pre-campaign goal and the priorities indicated, and delineated the accounts with substantial increases
- Staff attendance at board meetings – A discussion was held about whether an ex-officio position is established via by-laws or policy. It was determined that the board membership is defined by the bylaws. The DLFD is considered an aspect of the ministries of the UUC and as such should be included on the board. Board approved unanimously to put forth a motion for a vote at the annual meeting to modify the by-laws for the DLFD to become a non-voting member of the Board.

New Business:

- Discussion of the Commission on Institutional Change report – governance section. Board members began a discussion of the chapter on Governance from the UUC document "Widening the Circle" by considering what structures and practices of the UUC may hinder participation in governance by some.

- Approval of Committee on Ministries candidates – Pam presented a list of people she is considering asking to serve on the Committee on Ministries. The board approved the list.
- Discussion of procedure for starting new groups – a procedure does exist, but is not widely known or accessible. Board believes that a policy should be established that includes that procedure. Pam will look for examples of similar policies in other congregations and discuss further next month.

Upcoming:

Newsletter article (due 2/25) – Wayne

Next Meeting Reading – Mindy

New to UUC (2/21 during coffee “hour”) – Bob Stimson

Next Board Meeting: Mar. 11, 2020

Check-out (How’d we do?)

Adjourned 9:05

UUC Board Meeting Agenda

Date: February 11, 2021

7:00 – 7:15

Chalice Lighting, Reading (David Hundley)

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

8:00 – 8:05

Old Business

- Building closure discussion
- Finalize pre-campaign FY22 budget
- Staff attendance at board meetings

8:05 – 8:50

New Business:

- Discussion of the Commission on Institutional Change report – **governance section**
- Approval of Committee on Ministries candidates
- Discussion of procedure for starting new groups

8:50 – 9:00

Upcoming:

Newsletter article (due 2/25) – Wayne

Next Meeting Reading –

Next Board Meeting: Mar. 11, 2020

Check-out (How'd we do?)

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

February 2021 Minister's Report to the Board
Submitted by Rev. Pam Philips

Leads Worship and Officiates Rites of Passage

Services in January explored Imagination. The anti-racism group collaborated with me on the service on MLK Sunday, which included breakout rooms and some amazing music videos. Stephen Henninger contributed to a service on reimagining community, considering how we have transformed as a congregation through this time of pandemic. Tommy lafrate and Alyssa Short helped create a wonderful service that included several members of the congregation sharing their experiences with imagination, creativity, and transformation. Thanks to Margo Walter, George Lally, Jim Kern, Kendra McAllister, Mindy Quigley, and Nancy Norton for participating. The theme for February, fittingly, is Beloved Community.

The past two Sunday services were broadcast from our kitchen in Prices Fork due to snowstorms, which highlighted for me the changes we've made in production since we started Zooming last March. The addition of a microphone, camera, and 2nd monitor from which to share videos has improved the quality of the sound and video. We'll be looking ahead to more changes we can make to ensure quality once we go to hybrid services.

Provides Pastoral Care and Presence

Pastoral needs have increased in the past month, with more people facing health difficulties and the continuing challenge of living with the pandemic. While many of our older members have received their first vaccine, many are still waiting to get appointments. If anyone knows of someone eligible to receive a vaccine who is struggling to get registered, please let me know so I can help them navigate the system.

Encourages Spiritual Development for Self and Others

Enough new people signed up for Soul Matters covenant groups to create one more group. We started the Transgender Inclusion in Congregations workshop on the first Thursday in February, and enough people wanted an afternoon option, so we'll have two classes—from 1-3 or 7-9 on the 1st and 3rd Thursdays through April. I attended Karen Hager's Fifth Dimension class and was pleased to see a colleague from Whitestone, Virginia in attendance, along with members of the Cincinnati congregation. The Spiritual Aging session this month had 14 in attendance, including three members of the Cincinnati congregation.

The Connections Committee will be sponsoring a newcomer's orientation for February 20th and a subsequent New Member Recognition during a worship service in March. We're also going to try a new way of doing a "New to UUC" on February 21st after the service. We'll set up a separate Zoom and put the link in the chat for relative newcomers who want to meet with members of the Connections committee and a representative of the board. Finally, we had thirty people respond to the Let's Get Connected survey. We'll be sending out emails to connect those with similar interests.

Witnesses to Social Justice in the Public Square

The Anti-Racism Group is planning activities to educate the congregation, following up with their January service, to lead up to voting on affirming the 8th principle at our annual meeting. I'm continuing my work with the NAACP religious affairs committee, creating a survey to find out what local religious communities are doing to work for racial justice. I attended the Inclusion Council quarterly meeting and responded to a call from Equality Virginia to write members of the Health, Welfare, and Institution's social services subcommittee in support of the repeal of the "conscience clause" that discriminates against LGBTQ people who want to foster children.

I ended up not being able to attend the VICPP Days for All People events but was pleased that Mark Benson did and came away with lots of good information. I was pleased at the number of UUC folks who came to the UULMVa (UU Legislative Ministry Virginia) meeting that week and was thrilled that the General Assembly voted to end capital punishment.

Leads Administration

I met with the Strategic Planning Committee, which has decided to meet with different committees/groups within the congregation to get more information from them about some of the major themes that came out of the survey. In February, they are meeting with Lay Pastoral Care, Connections, Anti-Racism, Worship team, and Quarterlifers to discuss the questions: "Who does not have a seat in our Beloved Community? How might we welcome them more radically?" and if the current structure of the Congregation allows them to fulfill their charge. We'll take that information to help craft an activity during a Sunday service to broaden the conversation to the wider congregation. The plan is to take a different set of questions to other groups in the ensuing months.

I've been working with the leadership development committee, which has already filled the slate for new board members to be voted on in June. I wanted to wait for that before bringing a list of names to the board to fill two empty slots on the Committee on Ministries committee. I met with the COM and discussed with them their recommendation to the board for my compensation. Given the financial realities of COVID, they decided to recommend the same cost of living increase as other staff. We are also considering how the committee can best spend its time now that the MFC evaluations will no longer be necessary.

The stewardship committee is gearing up for this year's pledge campaign, with "early bird" pledging to begin this weekend.

As we've been working to help UUC hikers connect with each other (a result of the Connections survey and a new person offering to lead activities), staff discovered that there is confusion as to whether/how new groups need to get some kind of approval. There is an application form and a process but no policy. I'm concerned that if we have a process, it should be easy to find and consistent. I'm asking the board to look at the process (in the board packet) and decide whether it should be accompanied by a board policy.

Serves the Larger Unitarian Universalist Faith

I am proud to report that the Ministerial Fellowship Committee has granted me full fellowship, and I am grateful to the Board, the Committee on Ministries, and my mentor minister (Rev. Makaanah Morriss) for all their work through the renewal process. I was delighted to be surprised with flowers during the worship service on Sunday. I look forward to celebrating this milestone during the Service of the Living Tradition, which will be part of the virtual General Assembly in June.

I was delighted to learn that I “preached” at the UU Fellowship of the Rappahannock in White Stone, Virginia last Sunday. They used the sermon I put in the sermon library last summer. The UU religious professionals group has begun a discussion of how we can better collaborate with one another, which I hope will lead to greater cooperation.

Leads the Faith into the Future

Now that I have full fellowship, UUC can have an intern minister. I hope that we will consider this in the future. Meeting with seminarians to talk about their classwork and overall ministerial formation has helped me keep in touch with new ways of thinking about ministry and Unitarian Universalism’s role in the world. Having an intern would be similarly beneficial to the congregation, as well as the larger movement.

Administrator's Report to the Board
February 11, 2021

Stewardship Update: The start of "early bird" pledging will be announced at this Sunday's service. We already received 6 pledges for a total of \$20,877. If you don't want a call from a steward, get your pledges in early! Early next week, brochures with updated budget numbers, the link to the online pledge form (already available in Feb. newsletter), and the FAQ sheet will be emailed to all active members and friends and posted on our website.

New Hiking Group: The hiking group organized by Jae Furman (new arrival to UUC) now has about 30 members. Hopefully those in the group will offer to plan and lead hikes of varying lengths and difficulties once we can meet in person. In February there is a virtual gathering, and starting in March, there will be 2 each month.

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.

DLFD Report to the Board – February 2021

Submitted by Karen Hager, Director of Lifespan Faith Development

Registration

To date, 54 families, representing 93 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: 36
- Middle School: 20
- High school: 22

Children and Youth Programs

- Children and youth from Heritage Universalist Unitarian Congregation (HUUC) in Cincinnati will begin attending RE classes and MSYG meetings with UUC children and youth beginning Sunday, February 7.
- YRUU held an online OOCE Game Night in late January. We are trying for monthly OOCEs, outdoors when possible, for the remainder of the year.
- We are planning a Stuffed Animal Sleepover for Valentine's Day weekend as our February family event. This event is getting a great deal of positive buzz and is truly for ALL ages.
- Planning is under way for a homeschooled summer program incorporating a SUUmer AdventUUre JoUUrnal that can be filled out throughout the summer.
- Planning has also begun for fall; we are assuming, and hoping, that we will be back together in person by then.

Adult Programs

- *The Fifth Dimension* for adults began in January with the *Twilight Zone* episode "The Obsolete Man" and a discussion on totalitarianism. We had great attendance, with 35 computers online and many with more than one attendee. Participants included congregants from HUUC, as well as at least one minister from another Virginia congregation. Our second class will be on February 23 with the episode "I Am the Night – Color Me Black" and discussion on hatred and racism.
- Our "Transgender Inclusion in Congregations" class has 25 registrants, and begins February 4. We are pleased so many are taking advantage of attending this important class.
- The UUA has finally released the study guide for this year's Common Read, *Breathe: A Letter to My Sons* by Imani Perry. We are tentatively planning a discussion group for March.
- Members of HUUC have been joining UUC in several LFD adult programs. The response from both sides has been very positive.