

UUC Board Meeting Minutes
March 11, 2021
Approved April 8, 2021

In Attendance: Wayne Neu, Bob Stimson, Nancy Bodenhorn, Brandie Lemmon, Mindy Quigley, Meredith Hundley, Pam Phillips (ex-officio), Karen Hager (anticipated ex-officio)

Not in attendance: David Hundley

Chalice Lighting, Reading (Mindy Quigley)

Check-in

Review and Accept Agenda – Unanimously approved

Member Forum – Barbara Taylor. Requesting to place a vote on adopting the eighth principal at the congregation meeting. Discussion revolved around the mechanics of adding items for vote, and how information has been managed with communicating information about the eighth principal to the congregation.

Approve Consent Agenda: Unanimously approved

Minister's Report

Administrator's Report

DLFD's Report

Previous Meeting Minutes

Treasurer's Report

Meredith (treasurer) discussed with the Finance committee a question of how much money to retain in bank account and how much to transfer to Vanguard. Meredith met with Linda Powers in preparation for Meredith's leave and Linda serving as temporary treasurer. Stock shares used to pay pledge money are sold and should be placed in a cash account rather than in an investment account.

Old Business

- Building closure discussion – Unanimous decision to maintain the building closure. Question raised about the playground being open. This will be referred to the Safety Committee for determination. Outdoor meetings will be allowed to have 25 participants with appropriate masking and distancing. Requests for larger group exceptions will be determined on an individual basis (unanimous approval).
- Policy for starting new groups – Building use policy currently describes the types of groups recognized by the UUC (sponsored, congregational, member, etc.). Proposed new policy on groups incorporates this description of types of groups and asks people who want to start a new group to consult with the Minister or the DLFD and if supported, complete a Group Application Form. New groups will be assigned to a standing committee or ministry team for the purposes of support and reporting as appropriate. First reading this month, vote will take place next month.

- Future retirement of administrator and budget implications – Lisa plans to retire in May or June 2022. Budget in 2021-2022 needs to have a month overlap in salary for training with the new administrator. This will be adjusted in the final budget.

New Business:

- Policy on signing the Membership Book for those outside of the area. Suggestions include receiving a letter of intent currently (some members are joining this month). Membership policy will be examined.
- Discussion of the Commission on Institutional Change report, governance section – further examination of barriers to inclusion in UUC.
- Selection of a date for the Information (May 23?) and Annual Meeting (June 6?). The Board approved these dates, which will be advertised in the upcoming newsletter.
- Approval of COM candidates. Jane Keppel-Benson and Ashley Spinks-Dugan are approved as the COM members from 2021-2023.

Upcoming:

Newsletter article (due 3/25) – Bob Stimson

Next Meeting Reading – Wayne Neu

Next Board Meeting: April 8, 2021

Check-out (How'd we do?)

Meeting Adjourned at 8:57.

UUC Board Meeting Agenda

Date: March 11, 2021

7:00 – 7:15

Chalice Lighting, Reading (Mindy Quigley)

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

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DLFD's Report

Previous Meeting Minutes

7:45 – 8:00

Treasurer's Report

8:00 – 8:25

Old Business

- Building closure discussion
- Policy for starting new groups
- Future retirement of administrator and budget implications

8:25 – 8:50

New Business:

- Discussion of the Commission on Institutional Change report – **governance section**
- Selection of a date for the Information (May 23?) Annual Meeting (June 6?)
- Approval of COM candidates

8:50 – 9:00

Upcoming:

Newsletter article (due 3/25) –

Next Meeting Reading –

New to UUC 3/21 –

Next Board Meeting: April 8, 2021

Check-out (How'd we do?)

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

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

Leads Worship and Officiates Rites of Passage

Services in February explored Beloved Community. The definite highlight was the Community of Beloveds service featuring the "stuffies" who had spent the weekend in the meeting house. Thanks to Karen Hager and all those who sent their stuffed animals for an amazing service, complete with Elmo lighting the chalice. The congregation appreciated a UUA produced service for Side with Love Sunday (thanks to Stephen Henninger for anchoring this service). The last service of the month included breakout rooms facilitated by members of the strategic planning committee and the committee on ministries to discuss how we might look out toward the community. March's theme is Commitment, which should prove especially useful for the kick-off the stewardship campaign and a new member celebration.

While we have had no rites of passage, we did host a Zoom session to share memories of Stephanie Gilmore, attended by her family and friends, along with members of UUC. Looking ahead, we hope to have an outdoor memorial/celebration of life for Carl Pfiesser sometime in April. I will be convening the safety committee to make recommendations to the board for outdoor gatherings.

I attended a UUMA-sponsored conversation on moving from Zoom to in-person services and have been in communication with colleagues who have done outdoor and hybrid services.

Provides Pastoral Care and Presence

Pastoral needs continue with the deaths of two beloved congregation members and others who have significant health issues. I have made most of my visits on the phone and on Zoom, but I've made a few in-person visits, taking care to wear a mask and limiting my time. I am scheduled to get my second vaccination on March 12th and will feel much safer making in-person visits two weeks after then.

Encourages Spiritual Development for Self and Others

Transgender Inclusion in Congregations sessions continue to be well-attended (16 and 14 people). Having the flexibility of afternoon and evening sessions has proved helpful to attendees and is a model I want to continue. Soul Matters covenant groups continue, and we're encouraging the whole congregation to try out the spiritual exercises. The Spiritual Aging group continues. I will be piloting a new curriculum in May and June called Sacred Language & Sacred Translation, created by Rev. AJ van Tine and Rev. Lisa Garcia-Sampson.

The newcomers orientation sponsored by the Connections Committee was successful, with 10 participants in addition to members of the committee. We'll celebrate new members on March 21st, but at least two of them will not be able to sign the book because they do not live in the New River Valley. **I would like the board to approve a policy to allow prospective members to send a letter of intent in lieu of actually signing the membership book.**

Our attempt to have a separate Zoom for "New to UUC" after the service was unsuccessful, so we'll suspend having them until we are together again. Finally, we had thirty-four people respond to the Let's Get Connected survey, and I have sent out emails to connect those with similar interests.

Witnesses to Social Justice in the Public Square

The Anti-Racism Group will present an [exercise](#) that all are welcome to attend on Monday, March 15 from 7-8 PM. “The exercise helps to answer the question, why is there such a disparity in wealth between Blacks and whites as a whole? Those who have participated in the exercise have found it to be both moving and informative.” I encourage all board members to attend to help inform their decision on whether to recommend adopting the 8th Principle as a congregation.

I attended a meeting with other members of VICPP (Virginia Interfaith Center for Public Policy) from Roanoke and Blacksburg who are planning a meeting with Kim Bobo (the director of VICPP) and Delegate Sam Rasoul in April and will share date and time as soon as they are available.

Leads Administration

The Strategic Planning Committee continues to gather information by meeting with groups and hopes to have a report/recommendations to the Board by June.

I’m pleased to share that Jane Keppel-Benson and Ashley Spinks Dugan have agreed to serve on the Committee on Ministries (which the board will need to vote to approve).

The kick-off service for this year’s stewardship pledge campaign will be this Sunday, and Alyssa Short has collected a wonderful set of folks to give testimonials during that service and subsequent ones.

I asked colleagues for examples of policies for starting new groups and only one replied, with a [policy](#) that looks very similar to the [one](#) I shared with you last month. **I’m asking the board to decide whether we would like to approve a similar policy.**

Serves the Larger Unitarian Universalist Faith

I have been collaborating with other ministers from the newly renamed Joseph Jordan Cluster of UU religious professionals (formerly VACUUM) on a video prayer (by writing and recording a part of the prayer) and an evening service to mark the one-year anniversary of the pandemic shut-down. I encourage everyone to attend the service—[Lamentation, Gratitude, and Hope](#)--this Friday at 7:00pm. It will be good to gather with other Unitarian Universalists, to hear their voices and songs, and to participate in rituals together.

I also created a video for the UU congregation in Charlottesville to use in their stewardship pledge drive.

Leads the Faith into the Future

Exploring technology and other needs for moving into hybrid services will be a major focus in the foreseeable future.

Time away from Blacksburg

Post-vaccine trip to Charlottesville March 26-28!

Administrator's Report to the Board
March 11, 2021

Stewardship Update: Our "early bird" pledge drive has been going well, and pledges from most do not appear to be smaller with some even larger. To date, we have received 55 pledges, including 2 new pledgers, for \$155,852 with just over a week to go till the stewards begin making calls. If you don't want a call, get your pledge in now!

UUA Dues to Annual Program Fund: Just received a letter from the UUA that our anticipated "ask" for the next fiscal year will be \$17,237, so the budget can be updated for this amount.

My Retirement: My plans at this time are to finish working at either the end of May or end of June 2022 primarily due to our wanting to travel to visit our son in Oregon for extended periods of time. It seems so far away that I unfortunately forgot to include this in my budget requests for a month of salary for the overlap for the new person to work with me plus the possibility of purchasing a computer for that person (mine is 5-6 years old so a new one would be needed). Pam put out the idea that since most of my work is done online, there might be the possibility of my continuing to work a while longer, with someone else doing those things that need to be done in person when I'm traveling. Another option not discussed is my splitting the work with the person who will eventually take over the job and gradually that person doing more and more (would work if someone is interested in part-time work which increases over time). I had planned to be fully retired in mid-2022 but am fine with whatever option the Board thinks would work best for the congregation as that is the main point to consider.

Donations: We received \$200 in donations from members in memory of Carl Pfeiffer and Stephanie Gilmore.

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. Our membership number is down due to the deaths of 2 members. The number should increase after our new member welcome this month.

DLFD Report to the Board – March 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

- We are sponsoring another family activity (families of all types and ages) this month with our Shamrock Hunt. Shamrocks have been placed along the meditation path (purportedly by our UUC leprechaun) that each contain a number and a letter. Collect the letters on all 12 shamrocks and you will have a clue that leads you to a prize. Given our success with the September scavenger hunt, we are anticipating strong family attendance, providing another connection back to UUC. One family attended approximately 1 hour after finding out about the hunt!
- The online Children's RE classes have experienced very steady attendance this year, with no drop-off after fall, as has happened in previous years. Middle School has lower, but steady attendance; YRUU has low attendance, increasing any time we hold an in-person activity.
- 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 continues this month with our third episode, "The Shelter", and a discussion on living through potentially horrific events – a topic everyone should be able to relate to! Strong attendance and terrific discussion for both of the previous classes.
- Our "Transgender Inclusion in Congregations" class continues this month, with an additional time offered to accommodate the large participation.
- A discussion group will be held for this year's Common Read, *Breathe: A Letter to My Sons* by Imani Perry this month.
- The members of HUUC who have been joining UUC in several LFD adult programs have provided such a positive response back to their congregation, that HUUC has decided to make their new settled position a Lifespan position. The budget proposal includes money for a new adult program. Very happy that UUC congregants were able to model our adult program in such a positive way!