

UUC Board Meeting Minutes

Date: May 13, 2021

Approved on June 10, 2021

In attendance: Wayne Neu, Bob Stimson, Nancy Bodenhorn, Brandie Lemmon, David Hundley, Linda Powers (filling in for Meredith), Pam Phillips (ex-officio), Gene Gardner (anticipated incoming Board member), Stephen Henninger (Strategic Planning committee), Mindy Quigley
Not in attendance: Meredith Hundley (maternity)

Chalice Lighting, Reading (Nancy)
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 – Linda Powers presented the current profit and loss statement, and the balance sheet.

Old Business

- Building closure discussion (Safety Committee recommendation, exception for memorial service).
The Board discussed today's announcement from CDC about low risk for fully vaccinated people both transmitting or catching COVID. CDC is recommending vaccinated people do not need to wear masks or social distance to the extent previously indicated. Places of business / worship will still have their own rules for their buildings, which need to be honored. The UUC Safety committee had recommended that UUC consider opening the building for small groups if the number of new cases in the county is less than 10 (out of 100,000) per week over a two-week period. The 7-day average of new cases per day in Montgomery County has been falling and is currently below 10 for the last seven days. Discussion focused on the level suggested by the safety committee, and some skepticism about the CDC announcement. One issue is how we would know if people are fully vaccinated. Pam reported that we are not technologically prepared yet to go hybrid in our building for worship services. Hybrid involves some people in the building and a simultaneous audience on-line. Some other congregations are already meeting in person with distancing and masks.
Motion: UUC will be available for small groups of 25 people or less when the 14-day average of new cases as reported by the Virginia Department of Health in Montgomery County is less than 10 per day, with the provision that those in the building wear masks and social distance. An option for a video connection must be made available to participants not in attendance. Approved unanimously.

A survey will be developed and sent to the congregation regarding additional opening protocol. The Board approved an exception for a larger group for Stephanie Gilmore's family to have a memorial service in the building at the end of July.

- Bylaws amendment proposal on signing the Membership Book for those outside the area – second reading and vote. Approved unanimously.

- FY 2022 Budget – latest figure is \$335,580 in pledges. Budget is approved unanimously for presentation to the congregation.

- Solar Panel proposal. Second version of proposal from Baseline Solar was submitted. The new proposal includes a slightly smaller array and an indication that Baseline Solar will carry the insurance of the array. It also included a table which details a yearly buy-out option starting 10 years after installation. The recommendation to bring to a congregational vote at the Annual Meeting was approved unanimously.

- 8th principle - <https://www.8thprincipleuu.org/background>. The Board approved unanimously that the 8th principle will be brought to the Annual Meeting for a congregational vote.

New Business:

- Strategic Planning Committee draft final report. Stephen Henninger presented a draft report that include results from survey and meetings throughout the year. Three themes emerged:

- 1) Increase internal and external communications.
- 2) Renewing our commitment to inclusivity and allyship.
- 3) Live our faith more actively and Increase outreach activities in the community.

The Board is extremely grateful to the Strategic Planning Committee for their hard work.

- Communicating with the congregation re 8th Principle, Reopening. The Board agreed that we want discussions of ideas and opinions regarding the 8th principle to occur in committee or group meetings, and at the annual information meeting, rather than debates by email. Current policy states that the Administrator determines whether or not a communication from a congregant should be forwarded to the congregation through our email list, however, this policy was written with announcement-type communications in mind. The board decided that our email list is not an appropriate channel for distributing communications expressing one's stance on an issue.

Regarding the reopening issue, it was decided that in lieu of an immediate special Zoom meeting of the congregation, we seek broad congregational input through the above mentioned survey as a first step and let those results guide our next steps.

Upcoming:

Newsletter article (due) – Wayne

Next Meeting Reading – Brandie

Next Board Meeting: June 10, 2021 – in person at the UUC.

Snacks: Bob (no nuts)

Check-out (How'd we do?)

Adjourned at 9:20

UUC Bylaws – Amendment passed by Board on May 13, 2021 (change in red)

ARTICLE IV. MEMBERSHIP

A. Membership is open to all who are in sympathy with the *Principles and Purposes* of the UUA, and who make a financial contribution to the UUC or obtain a waiver as described below.

B. Attaining and Maintaining Membership

1. A person who is at least 16 years of age is welcomed into membership by signing the Membership Book either at a regular meeting of the Congregation or in the presence of the Minister or the President. **In the case that a person wishing to become a member is unable to travel to Blacksburg in a timely manner, that person may become a member by submitting a signed letter of intention to the minister or president.**
2. A member remains in good standing by making identifiable financial contributions to the Congregation. A member may petition the Treasurer or the Minister for a waiver of financial requirement.
3. A list of members shall be kept. It shall be continuously up-dated as members join or leave the Congregation. For the two weeks prior to any Congregational Meeting at which a vote is to be taken, the list shall be closed, and that list shall be verified

May 10, 2021

Baseline Solar Proposal

Blacksburg UUC
1301 Gladewood Drive
Blacksburg, VA 24060

Baseline Solar would like to partner with your organization to install and operate a photovoltaic (PV) system on your facility. Baseline will purchase and install all of the necessary equipment if you agree to a long term contract to purchase all of the power produced by the system.

The PV system will be connected to the AEP grid in a net metering arrangement. This means power to the building can come from both the solar array and AEP simultaneously. This guarantees you will always have power when you need it, even if the sun isn't shining. It also means that you will still have an AEP bill, as well as a monthly bill from Baseline.

A power purchase agreement (PPA) is a financing mechanism that allows you to enjoy the benefits of renewable energy without the typically high up front investment.

Details of our proposed PPA and outright purchase options can be found on the following pages.

Proposed 32.0 kW PV array on SE roof

Solar Power Purchase Agreement

System size: 32.0 kW

Annual production: ~36,000 kWh

Annual usage offset: 80% (based on usage of 45,000 kWh/yr)

UUC	Baseline Solar	Apco
Hosts solar array	Installs and owns solar	Provides net metering for solar
Buys 100% of power from solar*	Maintains solar	
Billed monthly by Baseline and Apco	Insures solar against damage	
No upfront cost besides \$1,000 connection fee		

*25 year contract with buyout option after 10 years

Current ApCo rate	\$0.10 / kWh
Baseline rate	\$0.10 / kWh
Annual Baseline escalation	2.5%

Covered by Baseline Solar:

- Damage to solar equipment
- Damage to UUC property from solar

Not covered by Baseline Solar:

- Cost to remove/move solar panels for reroofing, roof maintenance, or any other issue not related to the solar. Note Baseline Solar can remove and reinstall the array for reroofing or maintenance. This work will be priced at the time of the service.

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PPA Details Table

PPA Year	Annual energy production, kWh	PPA electric rate	PPA annual electric cost	Buyout cost (end of year)
1	36,173	\$ 0.100	\$3,617	-
2	35,902	\$ 0.103	\$3,708	-
3	35,632	\$ 0.105	\$3,772	-
4	35,365	\$ 0.108	\$3,837	-
5	35,100	\$ 0.110	\$3,904	-
6	34,837	\$ 0.113	\$3,971	-
7	34,575	\$ 0.116	\$4,040	-
8	34,316	\$ 0.119	\$4,110	-
9	34,059	\$ 0.122	\$4,181	-
10	33,803	\$ 0.125	\$4,253	\$ 31,000
11	33,550	\$ 0.128	\$4,327	\$ 30,400
12	33,298	\$ 0.131	\$4,402	\$ 29,700
13	33,048	\$ 0.134	\$4,478	\$ 28,900
14	32,801	\$ 0.138	\$4,556	\$ 27,900
15	32,555	\$ 0.141	\$4,635	\$ 26,700
16	32,310	\$ 0.145	\$4,715	\$ 25,400
17	32,068	\$ 0.148	\$4,796	\$ 23,800
18	31,828	\$ 0.152	\$4,880	\$ 22,000
19	31,589	\$ 0.156	\$4,964	\$ 19,800

20	31,352	\$ 0.160	\$5,050	\$ 17,400
21	31,117	\$ 0.164	\$5,137	\$ 14,500
22	30,883	\$ 0.168	\$5,226	\$ 11,700
23	30,652	\$ 0.172	\$5,317	\$ 8,000
24	30,422	\$ 0.176	\$5,409	\$ 4,200
25	30,194	\$ 0.181	\$5,502	\$ -

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May 10, 2021

Outright Purchase

System size: 32.0 kW

Annual production: 36,000 kWh

Annual usage offset: 80% (based on usage of 45,000 kWh/yr) Installed

cost: \$67,200

Annual savings: ~\$3,600

UUC	Baseline Solar	Apco
Hosts solar array	Installs solar	Provides net metering for solar
Owns and maintains solar	Provides 10 year warranty	
Billed monthly ApCo	Services solar after warranty period, billed at service rate	
Pays for install up front		

Covered by Baseline Solar:

- Damage to UUC property from solar, 10 year warranty period
- Full coverage of all solar equipment including materials and labor, 10 year warranty period

Not covered by Baseline Solar:

- Cost to remove/move solar panels for reroofing, roof maintenance, or any other issue not related to the solar. Note Baseline Solar can remove and reinstall the array for reroofing or maintenance. This work will be priced at the time of the service.

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UUC Board Meeting Agenda

Date: May 13, 2021

7:00 – 7:15

Chalice Lighting, Reading (Nancy)

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 – 8:25

Old Business

- Building closure discussion (**Safety Committee recommendation**, exception for memorial)
- **Bylaws amendment proposal on signing the Membership Book for those outside the area** – second reading and vote
- **FY 2022 Budget**
- **Solar Panel proposal**
- **8th principle** - <https://www.8thprincipleuu.org/background>

8:25 – 8:50

New Business:

- Communicating with the congregation re 8th Principle, Reopening
- Annual meeting votes – solar panels

8:50 – 9:00

Upcoming:

Newsletter article (due 4/22) – Wayne

Next Meeting Reading –

Next Board Meeting: June 10, 2021

Check-out (How'd we do?)

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

Administrator's Report to the Board May 13, 2021

Stewardship Update: As I write this, we have had 171 pledges for \$324,707. There are still about 8 pledging units that I think should pledge, but they hopefully will respond to the challenge email. I prepared thank you cards for all who pledged, and last week, Andy was delivering the blank cards to stewards and committee members who volunteered to hand-write the notes.

General Assembly: I registered (cost \$25) for the 2 afternoons of virtual Administrator Days just prior to GA on June 21-22. I attended last year also as it was virtual and didn't find it all that informative, but I am hoping this year will be better.

UUism Networks: Our webhost, UUism Networks hasn't sent us an invoice since we began using this company 7-8 years ago for our website. Years ago, I wrote to the owner and requested to be sent one so we could send payment but heard nothing back. A week ago, I finally received an email from him saying he realized he never sent us an invoice and included my previous email, so fortunately he knows we were not trying to get out of paying. Our site had grown from 47 MB to 23 GB over this time! A lot of this was due to old files, particularly videos on old pages of the member area that are no longer accessible. The owner okayed my request for a week or so to delete these unwanted pages and files which Kelly Eagan, Arthur Snoke and myself have been working on. We are currently down to 11.68 GB. I will work with the webhost on a fair amount to pay for the past years as he expressed that he knows it's not fair to charge us the full amount for all those years at one time due to his not sending yearly invoices. While using less space will reduce our annual payments, it was also good for us to do lots of housekeeping on the website.

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

Annual Committee Reports: Committee chairs and task leaders should have received an email requesting an annual report. I've only received only a few to date, and several responded that they will not be submitting one due to being inactive this past year. I am not expecting very many.

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.

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

Leads Worship and Officiates Rites of Passage

April's theme of Becoming proved rich. We enjoyed Kristine Reid's video of a butterfly and Victoria Taylor's five photographs, along with Gretchen Luke's first appearance as a new worship associate. Tommy Iafrate held the space for a service with elements from the UU Ministry for Earth, assisted by Stephen Henninger in the sanctuary. I was able to participate even though it was my Sunday "off" through a prayer recorded on the labyrinth. We celebrated the completion of the stewardship pledge drive with a dance party. Thanks to all who agreed to be spotlighted! This month's theme is Story.

The worship team brainstormed accomplishments for the annual report, and we agreed that it had been a successful year given all the challenges. We are looking ahead to starting hybrid services and have discussed using the mid-week gatherings as a time we can try out some of the logistics of meeting in person (outside until the building is open) and on Zoom at the same time.

Provides Pastoral Care and Presence

With warmer weather and vaccinations, I have been meeting more and more people in person at their homes and on the grounds at UUC, but Zoom and phone calls continue to be useful. I find that in-person visits tend to last longer, perhaps because we are all so glad to be in each other's company. I'm grateful for the congregants who are visiting with each other as people face challenges, in addition to members of the lay pastoral care ministry who visit with their matches.

Encourages Spiritual Development for Self and Others

We have started the Sacred Language & Sacred Translation class with a great mix of 15 participants, some of whom have never taken adult faith development classes before. Having the class on Zoom means that two people who live far away can engage in the class. We are piloting this program, and so far it has yielded excellent discussions.

I met with the YRUU group on the grounds on a windy evening to start planning the bridging service.

Soul Matters covenant groups continue, as does the spiritual aging monthly meeting. I continue to attend the mid-week gatherings, usually led by members of the worship team.

Thanks to Darla Bray, Anne Hall, and Cassie Davis for helping create a lovely space on World Labyrinth Day (especially as it was done with little advance warning). The labyrinth has been a great spiritual practice for me this spring, along with walking the grounds. Thanks to the grounds ministry, too (Susan Baker, Denise Martin, and George Lally, among many others who worked on the clean up day).

Witnesses to Social Justice in the Public Square

The Anti-Racism Group has had some spirited discussion during their Sunday meetings, and the board will have received letters both in support of and expressing concerns about the congregation adopting the 8th principle. I encourage people to address questions and concerns to the anti-racism group and to attend the informational meeting on May 23rd. If there are people who continue to have concerns and want more discussion at that meeting, we'll schedule additional meetings to continue.

I passed on a request from the Sierra Club to support a petition against the pipeline to the Environmental Justice team. Clyde and Chrissy Marshall-Teets have invited members of the group and now the wider congregation to sign a petition to bring to the board (following our public witness policy).

As part of the religious affairs committee of the local branch of the NAACP, I'm looking forward to hearing responses to our survey of other congregations who are doing anti-racism groups. We want to connect groups from different congregations so they can work together. I'm also continuing to help plan meetings of the Dialogue on Race Jim Crow/White Privilege working group.

Leads Administration

The safety committee's recommendation to the board for a threshold for opening is in the folder. Because the recommendation is conservative, they felt that they would also serve for indoor worship services. We are determining how many people can gather in the sanctuary with social distancing. They also discussed Ella Kromin's request for in-person choir rehearsals. The committee felt that rehearsals could be held outdoors, with singers 10 feet apart and wearing masks. (The distance is apparently what school choirs are doing, the masks are recommended in an article citing the International Coalition of Performing Arts Aerosol Study, University of Maryland.)

I met with the Technology Committee. We have not yet decided on the best solution for projecting video/images in the sanctuary. A recommendation from Audiotronics is that the space is too deep for a monitor, so a projector would be better. We are continuing to explore options.

Liz Craine has accepted the position of Building Committee chair and will be meeting with me and Joe Parrish soon.

The Strategic Planning Committee hopes to have a recommendation for the congregation by the annual meeting. I encourage board members to read their draft and lift up concerns and questions when Stephen Henninger attends the meeting.

I received a call from a congregant who wanted to issue a challenge to people to raise their pledges, which they would match up to \$1,000. After consulting with Wayne, we sent out an email to the congregation, inviting others to issue similar matching challenges. The initial response was extremely positive. I'm still waiting to hear the latest figures.

The Committee on Ministries has been exploring ways to redefine its role, particularly as they no longer need to fill out extensive evaluations for the Ministerial Fellowship Committee. In our discussions, we have recognized the need to revive the Right Relations Team described in the policy manual.

I met with the Leadership Development committee and am excited about their discussion of a program that will help more people be more engaged in the congregation.

Serves the Larger Unitarian Universalist Faith

In addition to leading our monthly Joseph Jordan Cluster of UU religious professionals, I was pleased to meet with Rev. Walter Leflore, the developmental minister at UU Roanoke. I'm hopeful that we can do some kind of collaboration between our congregations in the next year.

I have also attended several meetings focused on moving to "multi-platform" sponsored by the UUMA and UUA. The two-hour workshop both I and Karen Hager attended was especially useful. While some of the logistical and technical aspects seem daunting, I appreciated the reminders to consider the

spiritual/emotional aspects of gathering in person again. It will be challenging, but it offers us the opportunity to be intentional about living into our covenant.

Both Karen Hager and I will be recognized during the annual Service of the Living Tradition on June 24th as part of General Assembly. If GA were being held in person, we would invite members of the congregation to join us (as many did when Rev. Dara received final fellowship). It's been suggested that we find some way to celebrate together--perhaps with an outdoor gathering on the grounds before the service and then sharing the service on Zoom after. (The Service of the Living Tradition is always open to the public and will be available to all on-line.)

Leads the Faith into the Future

The seminarian I am mentoring has successfully finished her first year of theology school.

Time away from Blacksburg

The week of June 21st-27th, I will be attending the UUA General Assembly virtually.

I plan to take study leave / vacation time in July (dates to be determined) and vacation from August 10th-24th.

DLFD Report to the Board – May 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

- UUC participated in a giant virtual egg hunt in April, along with 77 UU congregations across North America. The hunt had over 2000 visitors.
- Our annual Bridging service will be on Sunday, May 23, and will bridge YRUU seniors to adulthood, and Coming of Age 8th graders to YRUU.
- The potential reopening of UUC continues to occupy the majority of my time now, and we are getting close to completing a reopening plan for children and youth that would take effect when the decision is made to hold Sunday services indoors. I attended a Dual-platform workshop, which, among other things contained the advice to begin managing expectations now, as it will not look the same as fall 2019 when we do decide to reopen.

Adult Programs

- *The Fifth Dimension* for adults ends this month with our fifth episode, “The Old Man in the Cave”, and a discussion on greed, power, and questioning one’s faith in forces greater than oneself. We’ve had strong attendance and terrific discussion in previous classes.
- Community Conversations and Sunday Circle conclude this month for the year, and will resume in September.

Survey Results

Two surveys were conducted within the past month to gauge the comfort level of parents and RE teachers around the issue of meeting in person in the fall.

Parent Survey

On a scale of 1 (not comfortable at all) to 5 (completely comfortable, the overall comfort levels were:

- meeting outdoors: 100% of parents scored this a 4 or 5.
- meeting indoors: 68% of parents scored this a 4 or 5. If mitigation efforts are included, this number rises to 86%.

These numbers were not statistically different in looking at the PreK, K-5 and MS groups separately.

Teacher Survey

On a scale of 1 (not comfortable at all) to 5 (completely comfortable, the overall comfort levels were:

- meeting and teaching outdoors: 92% of teachers scored this a 4 or 5
- meeting indoors: 50% of teachers scored this a 4 or 5. 58% of teachers indicated a 4 or 5 on their comfort in teaching this fall if classes are held indoors. Mitigation efforts will be very important to teacher recruitment.

Both surveys also contained some other practical suggestions for further increasing parent and teacher comfort, all of which will be reviewed, and many are very easy to do.