

APPROVED - 2/10/22

UUC Board Meeting Minutes
January 13 2022

In attendance: Bob Stimson, Wayne Neu, Stephen Henninger, Rev. Pam, Brandie Lemon, Nancy Bodenhorn, Gene Gardner

7:00-7:15

Chalice Lighting, Reading (Nancy)
Check-in

The Board meeting was called to order at 7:02pm. Nancy shared a reading and the Board checked in.

7:15-7:20

Review and Accept Agenda

The Board unanimously accepted the agenda.

7:20-7:30

Member Forum

No members were present.

7:30-7:45

Approve Consent Agenda:

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

Stephen shared some edits to the December minutes and Gene commented on how the reports were exciting to read with all the upcoming events. The Board unanimously approved the consent agenda.

7:45-8:00

Treasurer's Report

Wayne shared the Treasurer's report. Wayne identified that retirement contributions were off. The Board owes approximately \$150 to Lisa and Rev. Pam for retirement contributions. Wayne identified that we are six months behind in paying Karen's contribution, and given the delay in payment an additional \$420 will be contributed to Karen's retirement savings. There was also an overpayment to Karen in December which means a net payment to Karen of approximately \$100.

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Wayne proposed adding \$50,000 to the Facilities Maintenance Escrow Fund to 'catch up' on where we should be in this account, by earmarking some of our savings from previous years. Wayne shared that the \$50,000 that will be earmarked was identified from money built up over the years, including high pledge fulfillment, prudent financial management, and high performing VANGUARD assets.

Wayne shared that this is only a partial correction and we still need to annually allocate funds in upcoming budget. Wayne moved that the Board adopt his proposal adding \$50,000 to the Facilities Maintenance Escrow Fund. Nancy seconded the motion. The proposal was approved unanimously.

8:00-8:25

Old Business

- Discussion of Board's Progress of [Board Goals](#) to date, identifying achievement markers
- Policy Revision Process Creation
 - **Familiarize yourself with Wayne's Revisions**
- Building Use Policy Discussion
 - Mask Use & Type

The Board discussed progress on their goals, to date. The Board considered the considerable progress that the Communications Committee has made on the Strategic Plan directives. The Board noted at length how the Congregation can better coordinate outreach and justice efforts. A consensus was reached around scheduling a summit of key members and groups identified in the strategic plan along with interested congregants to develop a plan of how the Congregation could implement our strategic plan areas related to outreach. Stephen and Gene will develop a charge for this summit. Stephen and Gene will bring a plan to the February Board meeting.

The Board then transitioned and discussed the second goal of making the operation of the church clear, accessible, transparent, and anti-racist/anti-oppressive. The Board plans to discuss the policy revision at the February Board meeting and from that discussion the organizational chart will be developed. Finally, the Board discussed how the Board can look at issues through an anti-racist/anti-oppressive lens. Specifically, the Board discussed a desire to have a rubric or standards by which to evaluate decisions or policies. Stephen shared that the revisions to the social witness policy allows for more anti-racist/anti-oppressive lenses to be welcomed in our Congregation.

The final goal of empowering and supporting committees was then discussed and the Board felt that they are making good progress on this goal.

The Board then transitioned to talking about building use and masking. Specifically using KN95 and higher grade masks moving forward with Omicron. Stephen moved that all singing in the

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building is prohibited until further notice. Nancy seconded the motion. The Board unanimously adopted the motion.

8:25-8:50

New Business

- Vote on Members of Search Committees (DFLD & Administrator)

Jim Flowers, Kristine Reid, and Jane Mahone were put forward as members of the Administrator search committee. The Board unanimously approved these members of the search committee.

Rev. Pam shared that Jane Keppel-Benson and Dan Taylor will serve on the DFLD Search Committee and we are waiting on one more member.

8:50-9

Upcoming:

- Checkout: Did we abide by our Covenant? Did we use an anti-racist/anti-oppressive lens?
- Next meeting: February 10
- Newsletter article (Who?)
- Reading for the next meeting?

Nancy will write the February newsletter article. Bob will do the reading for the next meeting.

*Items **bolded** are to be reviewed prior to the Board meeting

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[Zoom Link](#)

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January 2022 Minister's Report to the Board
Submitted by Rev. Pam Philips

Leads Worship and Officiates Rites of Passage

December was an incredibly busy month for services. The no-rehearsal A Christmas Carol, starring Gene Gardner and a multi-generational UUC cast, was excellent. We welcomed seminarian Adam Slate to our virtual pulpit from Charlottesville on the day after Christmas. The first (annual?) Christmas caroling at the upper firepit was very well attended (40-50 people by my count), followed by a dual-platform Christmas Eve service, with Kristine Reid, Kimberley Homer, Earle Irwin, and Alyssa Short doing readings.

The celebration of the life of Isabel Berney was very well attended, with approximately 120 people attending in person and 120 computers logged in. Thanks to the greeters – both on-line and in the sanctuary – for helping manage the large crowd and the AV volunteers (Lucas and Jamie) for making sure the service ran smoothly. Arthur Snoke edited and uploaded the video for those who could not attend (ask Lisa Evanylo if you want to view the video).

Provides Pastoral Care and Presence

I have been meeting with people in their homes, in health care facilities, on Zoom, at UUC, and by telephone.

Encourages Spiritual Development for Self and Others

We had a great turnout for the first of two sessions exploring the Hebrew Scripture with seminarian Anna Tulou. Twenty people participated in the lively discussion.

I am taking an online class through the Charter for Compassion – Our Shared Humanity taught by Gudjon Bergmann. He's taught the course several times and is offering all the materials for use by the participants. I will be offering the class at UUC once I've completed it.

I'm also enrolled in a class through Homebrewed Christianity -- Upsetting the Powers: The Legacy of James Cone.

I continue to meet with a spiritual director monthly and an informal UU minister mentor.

Witnesses to Social Justice in the Public Square

We are scheduled to have a joint workshop with Blacksburg Presbyterian Church in February to begin practicing anti-racism. We are still in the planning stages, but we hope that after attending the first workshop, people will commit to attend monthly sessions. I'm excited to start this work with another faith community.

I attended a webinar for religious professionals entitled Our Calling to Reproductive Justice, preparing myself for anticipated ruling by the Supreme Court on cases challenging Roe v. Wade. The emphasis was on RJ² – Reproductive Justice / Racial Justice.

Leads Administration

I am awaiting responses from potential members of the search committees for the Director of Lifespan Faith Development and Administrator positions and hope to have the board appoint them officially at the board meeting.

The Growth through Service initiative is getting closer to beginning. The Leadership Development Committee has lost two members (Isabel Berney and Jim Flowers), so the board should appoint at least one new member.

The Stewardship Committee has asked Nancy Norton to design a logo for this year's pledge campaign, Cultivating our Community..

We will be recognizing new members at the January 23rd service. Five people have already signed the book since our last recognition ceremony and at least one will sign that day.

Serves the Larger Unitarian Universalist Faith

I've been in touch with the new interim minister at Glade Church and look forward to welcoming her into the Blacksburg Ministerial Association.

I continue to serve as Dean for the Joseph Jordan Cluster of UU Religious Professionals and to meet with local ministers through the Blacksburg Ministerial Association.

Leads the Faith into the Future

We continue to improve our dual-platform capabilities, thanks to Lucas Machi and the AV volunteers..

Time away from Blacksburg:

I will be attending the 2022 Institute for the Learning Ministry in San Diego, California from January 31st – February 4th, followed by a weekend visit to my brother and his family.

Administrator's Report to the Board January 13, 2022

Meetings attended: Attended the stewardship committee meeting in December.

Annual membership number certification with UUA: I will submit this information along with other requested info (budget numbers, attendance, RE registration, etc.) by the February 4 deadline. As usual, there is a diversity questionnaire on diversity of membership, staff, and board. There is also a congregational questionnaire with questions on social justice, conflict, LFD, UUA resources used, etc., and questions related to the pandemic and its effect on the congregation. I'll work with Pam to provide this information.

Annual tax letters with donations for 2021: Letters will be emailed within the next 2 weeks to all who donated to UUC in 2021. Pledge reminder letters went out Jan. 3.

2 Donations to UUC: Former members, Jim & Arlene Herndon gifted UUC \$5000 in their wills with no specifications for how it's used. Former member, Bill Patterson, gifted UUC \$10,487.09 in his will to be donated to our Endowment Fund.

New Card Writer: Whenever someone in the congregation undergoes a major life event such as the loss of a loved one, severe illness, graduation, marriage, birth, etc., our designated card writer sends a card from the congregation. Avi Shroff had been doing this but recently had to give it up, and happy to report that Joanna Sunshine answered the call and is now doing this task.

Attendance/Members: See the Google Doc. Note that through Aug. 22, the numbers reflect the number of computers logging in via Zoom and not the actual number of people. As of Aug. 29, the numbers reflect those attending in person plus number of computers logged in via Zoom.

DLFD Report to the Board – January 2022

Submitted by Alyssa Short, Member of Lifespan Faith Development Team

Children and Youth Programs:

- **RE Classes:** Classes took a short break over the winter holidays. Our Fall Semester will resume on January 9th.
- **Omicron:** We surveyed families and teachers to gauge comfort with in-person learning. Approximately 75% of families wanted to continue in-person. We made the decision to continue RE in-person and add a Zoom option for families at home, which will take place on Sundays from 9:00-9:30 AM and will run for 4-6 weeks (or for duration of the surge).
- **RE Spring Semester:** Our Spring Semester will begin on January 30th. All teaching positions have been filled by returning volunteers. Teachers will meet via Zoom on Saturday, January 22nd for spring planning.
- **Curriculum:** Throughout covid, we were primarily focused on retention. We departed from a formal curriculum and placed an emphasis on games and crafts. This spring we will return to more structured curriculum as follows:
Pre-K = Rainbow Connection
K-2 = Picture Book UU
3-5 = Windows and Mirrors
- **Teacher Appreciation:** During the Jan 9 Sunday Service, congregants will be invited to sign a large paper banner thanking our RE teachers for their commitment during a trying and unpredictable time. The signed banner will be displayed in the downstairs lobby along with a coffee cart during the last two Sundays of Fall Semester (Jan 16 & 23).

Adult RE:

- **Exploring the Hebrew Scriptures: Let's Start at the Very Beginning** will be offered by Anna Tulou, a seminarian from Roanoke and will run on January 8 & 15 from 10 a.m. – 12 p.m. via Zoom. Registration is currently open.

LFD Upcoming Programs:

- **Weaving our Community Loom:** January 30th through TBD (Derek Rountree will construct a community loom, which will be set up in the foyer or outside the front doors. Congregants will be invited to add scraps of fabric with the intention of “weaving our children, teens, and adult congregants together” during the divide that covid necessitated)
- **Stuffed Animal Sleepover:** February 11th - 13th
- **St. Patrick's Day Scavenger Hunt:** March 6th-27th (self-led on the grounds)
- **Egg Hunt:** April 17th