

UUC Board Meeting Minutes
February 10 2022

In attendance: Bob Stimson, Wayne Neu, Rev. Pam, Brandie Lemon, Nancy Bodenhorn, Gene Gardner, Mindi Quigley (via zoom)

Chalice Lighting, Reading (Bob)
Check-in

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

Review and Accept Agenda

Approval of letter of agreement with ministerial intern added. The Board unanimously accepted the agenda.

Member Forum

No members were present.

Approve Consent Agenda:

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

The Board approved the Consent Agenda

Treasurer's Report

Wayne Neu pointed out the previously authorized addition of funds for the Facility Maintenance Escrow Fund have now been moved from Unrestricted Net Assets to that escrow fund on the Balance Sheet.

Old Business

- Policy Revision Process Creation
 - **Familiarize yourself with Wayne's Revisions**

The Board agreed to detailed reading and feedback on Sections I, II, and III by the March meeting. Comments and suggestions to be added to a designated document on Google Drive.

New Business

- Review draft budget for fiscal year 2023
- Discuss April Summit
- Approve Intern Agreement Paperwork

The Board reviewed allocations for specific items in the FY2023 budget and made some minor adjustments.

The Board provided ideas for additional focus topics and suggestions for committees and individuals to be invited to the Outreach Summit but indicated it should be open to anyone (with registration to facilitate planning). A Saturday in April is the preferred date.

The Board approved the Letter of Agreement for the ministerial intern.

Rev. Pam asked that "New members for Leadership Development Committee" be added to New Business for the next Board meeting.

Upcoming:

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

Bob will write the March newsletter article. Gene will do the reading for the next meeting.

UUC Board Meeting Agenda
February 10 2022
[Zoom Link](#)

7:00-7:15

Chalice Lighting, Reading (Bob)
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

8:00-8:25

Old Business

- Policy Revision Process Creation
 - **Familiarize yourself with Wayne's Revisions**

8:25-8:50

New Business

- Review draft budget for fiscal year 2023
- Discuss April Summit

8:50-9

Upcoming:

- Checkout: Did we abide by our Covenant?
- Next meeting: March 10
- Newsletter article (Who?)
- Reading for the next meeting?

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

Leads Worship and Officiates Rites of Passage

January's theme of Living with Intention was rich. We welcomed seminarian Anna Tulou into the pulpit on January 16th, which ended up being an all Zoom service because of the snow, which was fortunate as we also welcomed members of the UUC in Roanoke. Her sermon and the whole service was very well received. Anna expressed gratitude for the support of worship associate Kimberley Homer. Other highlights for worship were worship associates Tommy Iafrate (whom we had hoped would be with us in person but had to join on zoom) and Earle Irwin. We also enjoyed music from the UU Church of the Palouse (with a video featuring photographs of UUC) and our own choir, recorded pre-COVID at Meredith Hundley and Jason Cooper's wedding. Finally, Ellen Plummer led worship in my absence and received very positive feedback from the worship team, particularly in acknowledging the recent instances of gun violence.

We continue to have "dry runs" with the AV volunteers before Sunday worship to make sure they know how to use the new equipment. They report that the technology is much easier to use, and the Zoom experience has been improved.

We had our first new member recognition ceremony since last spring, and it was wonderful to welcome nine new members to the congregation. Lisa Evanylo did an excellent job introducing the new members, who participated on Zoom and in-person, as did Bob Stimson leading the ceremony.

We'll host members of the Foothills Unitarian Universalist Fellowship (that serves Maryville and Blount County, Tennessee) on March 13th.

Provides Pastoral Care and Presence

I'm grateful for the many support groups who meet the needs of our members and members of the wider community and especially to those who lead them – Katherine Allen and Lisa Evanylo, Dan Kominsky, Kimberley Homer, Kristine Reid, John Kelso, and Heather Nicholson. I am also grateful that members of the Lay Pastoral Care Ministry continue to meet with congregants on the phone and in person.

Encourages Spiritual Development for Self and Others

I completed an online class through the Charter for Compassion – Our Shared Humanity taught by Gudjon Bergmann – and am almost done with the class through Homebrewed Christianity – Upsetting the Powers: The Legacy of James Cone.

Attending the UUMA Institute for Learning Ministry in San Diego this past week was a great opportunity for renewal and learning. The worship services were especially powerful, as was the seminar on Sustainable Leadership in Emergent Systems, led by Rev. Jake Morrill. I will be working with the Committee on Ministries to help me put some of the recommendations into practice.

My colleagues in Virginia Beach, Rev. Viola Abbitt and religious educator Rayven Holmes have created a UU Wellspring Curriculum to help congregations and communities explore Article 2, the home of our UU Principles and Purposes. They are offering Sunday afternoon sessions starting February 13th (registration required) for people across Virginia. I will be doing the same on Wednesday evenings (1st, 3rd, 5th of the month) starting on March 2nd. I encourage board members to consider [registering](#) for this workshop as it will give an opportunity to give feedback to the Article Two commission.

Witnesses to Social Justice in the Public Square

Barbara Taylor and I have been meeting with staff from Blacksburg Presbyterian Church to plan our Anti-Racism Practice Group. We already have 21 people registered from both congregations, but there is plenty of time to [register](#) before the meeting on February 22nd.

The NAACP Religious Affairs Committee has started a book discussion of [Be the Bridge: Pursuing God's Heart for Racial Reconciliation](#) on the 4th Thursday of the month. While the book is definitely Christian in its orientation, hearing from participants who are African American has been very rewarding. I will be facilitating the discussion for the February meeting.

Leads Administration

I have met with the personnel committee and both search committees to begin the process of finding a new Director of Lifespan Faith Development and a new administrator. Both positions have been posted on Indeed.com. The DLFD position is posted on UUA and LREDA websites. We will also be using Virginia Tech "trailing spouse" job listing site. Congregants are encouraged to share the job descriptions with people they know who might be strong candidates for either position.

I'm pleased that Kendra McAllister has agreed to join the Leadership Development Committee. The other people I asked to join respectfully declined. We need to find one or two more members because Isabel Berney and Jim Flowers have left the committee and Allison Armstrong and Dan Brown plan to leave the committee. Current members include Steve Keighton, Brian Mayer, president-elect Nancy Bodenhorn, and Kendra McAllister.

The Stewardship Committee has generated a list of nearly 20 activities to offer congregants to generate enthusiasm. I'll be working with Lisa to develop ways for people to sign up for the activities and a postcard.

The Committee on Ministries discussed my compensation and will be making a recommendation to the board. The process reminded me that we should be reviewing my Letter of Agreement annually. I am attaching that letter so the Board can read it in advance of such a discussion.

Serves the Larger Unitarian Universalist Faith

I am incredibly sad to report that one of my teaching pastors, Rev. Jeanne Pupke, died today (February 9th) from injuries sustained in a fall on Sunday. She was the lead minister at First UU in Richmond for 15 years and ran for president of the UUA in 2017. She participated in my installation service here in the spring of 2018. She was also the UU minister who came to Blacksburg after the shootings at Virginia Tech to support this congregation. I will be attending her virtual memorial service later this month. I encourage anyone who remembers her and her service to our congregation and the larger faith to reach out to First UU Richmond with cards or letters (1000 Blanton Avenue, Richmond, VA 23221).

Leads the Faith into the Future

I'm excited that our congregation will be part of the ministerial formation of a future UU minister. A letter of agreement with Anna Tulou is in the folder for the board's approval. We need to submit this letter by March 1st to receive the \$4,000 grant supporting her internship. We will need to form an intern committee before the internship begins in August.

Administrator's Report to the Board February 10, 2022

Stewardship Update: Early Bird pledging begins April 13 but at this time, we already have 5 pledges in for \$9545 plus 2 prepaid pledges for \$8950 for a total of \$18,495. The committee met and planned for up to 20 fun activities for congregants to sign up for in March and April in which there will be a very short talk about stewardship. Events will be in person at UUC, at homes, on trails, pubs, etc., and via Zoom. The hope is that people will sign up for up to 2 events to increase a sense of community, have fun, and be inspired to get their pledges in.

Sunday Coffee Update: Serving coffee after services is going well with a small group filling their cups, mostly brought from home, and heading outdoors to chat even on the colder days. Two new volunteers were found to help make the coffee.

Meetings attended: Attended 2 stewardship committee meetings in January.

Donations to UUC: We have received 2 donations for \$150 in memory of Isabel Berney. The family is sending thank you notes.

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. The past few weeks have seen lower in-person attendance with a few new visitors on Zoom.

DLFD Report to the Board – February 2022

Submitted by Alyssa Short, Member of Interim Lifespan Faith Development Team

Children and Youth Programs:

RE Classes: Spring semester started on January 30th and will run through May 22nd. Classes are taking place in-person and we are following the following curricula.

- **Pre-K:** *Rainbow Connection* uses story books and play to introduce each of the eight Principles that guide Unitarian Universalism.
- **Grades K-2:** *Picture Book UU* teaches each of the eight Principles through reading books together, thoughtful discussion, and creative hands-on activities.
- **Grades 3-5:** *Windows and Mirrors* uses creative and interactive projects to encourage self-reflection, as well empathy for other perspectives.
- **Grades 6-8:** Examining social justice issues through *Simpson's* and *The Twilight Zone*, looking at LGBTQ rights, marriage equality, prejudice, and social conformity.

Online Storytime: We are offering an online storytime via Zoom every Sunday at 9:00 a.m. for families who feel safer at home. Open to all ages.

Adult RE:

Anti-Racist Practice Group: February 22 from 7–8:30 p.m. on Zoom. Co-sponsored by Blacksburg Presbyterian Church and UUC. Congregations will come together with the common goal of identifying, reflecting on, and interrupting racism in ourselves and our organizations.

LFD Upcoming Programs:

Weaving our Community Loom: Derek Rountree and Brandie Lemmon built the community loom and congregants have started weaving! It is currently installed outside the front doors. Brandie is in conversation with Susan Baker to determine a more permanent location. We envision the loom remaining up through the end of Spring, at least.

Stuffed Animal Sleepover: Drop off Feb 11th from 4-5 p.m. Pick up on Feb 13th from 1-2 p.m. Photos will be posted on the UUC Facebook page. Stuffed animals will join Sunday service.

Leprechaun Scavenger Hunt: March 6th-27th (self-led on the grounds)

Egg Hunt: April 17th following multi-gen service. We are currently planning on doing the Egg Hunt outside in-person. Eggs will contain donations for the Montgomery County Animal Care and Adoption Center.

*The LDF Team is seeking volunteers to help organize both the **Leprechaun Scavenger Hunt** and the **Egg Hunt**.*