

APPROVED - 4/14/22

UUC Board Meeting Minutes
March 10 2022

7:00-7:15

Chalice Lighting, Reading (Gene)
Check-in

Bob called the meeting to order at 7:02pm. Bob lit the chalice and Gene shared a reading. 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**

The Board commented on a few of the reports and the quality work being done in the Congregation. The Board unanimously approved the consent agenda.

7:45-8:00

Treasurer's Report

Wayne shared the Treasurer's report. He noted that in the building and grounds section, that the cleaning services will need to be increased moving forward in the budget given that we allocated less to cleaning costs during COVID. Wayne also shared information regarding the sabbatical fund, that the previous budget's included monies for the Minister Sabbatical Fund has reached \$11,000 and we may not need to continue funding the Sabbatical Fund until after the next Sabbatical.

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8:00-8:25

Old Business

- Policy Revision Review Discussion
 - Review results of proposed changes
 - [Proposed changes](#) from Wayne
 - Original document [WITH EDITS](#) from Wayne
 - Board members insert comments, feedback, suggestions [here](#)
 - Discuss next steps in process updates
- Discuss April [Outreach Summit](#)
 - Identify Board involvement in planning and implementation

The Board began discussing the policy revision review. Bob thanked the work that Wayne has put into this project. Wayne shared that we have a lot more work to do on this project. The Board discussed their thoughts on the revision process and how to continue to move this project forward. There was also a discussion on what structure the policies and procedures should take. The Board ultimately reviewed the comments that Board members made over the last few weeks. The Board voted on updates to the policies and procedures:

- *Removed the duty of the President to offer a Monthly report;*
- *Made the President-Elect a member, instead of a chair, of the Leadership Development Committee;*

The Board also identified aspects of the policies and procedures to discuss further and to ask feedback from various committees, teams, groups, etc of the Congregation.

The Board then discussed the April Outreach Summit. Gene will share some preliminary plans with the Board and Bob asked the Board to share feedback with Gene.

For the next Board meeting, Board members shall review pages 66-end of the policies and procedure and offer comments on revisions. The Board will also finalize revisions to Part I of the policies and procedures.

8:25-8:50

New Business

- New Members for Leadership & Development
- Discuss mask and building use policy
 - [Review CDC Masking Indicator](#)
- UUA General Assembly Delegates

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8:50-9

Upcoming:

- Checkout: Did we abide by our Covenant?
- Next meeting: April 14
- Newsletter article (Who?)
- Reading for the next meeting?

*Wayne will write the newsletter article for April. Rev. Pam will offer a reading for next meeting.
The Board adjourned at 9:25pm.*

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

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[Zoom Link](#)

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

Leads Worship and Officiates Rites of Passage

We explored Widening the Circle during February. We were joined by the stuffies one Sunday, which was good because the human in-person was affected by snowy weather. Our on-line attendance was quite strong, with 76 computers logged on, so many of us got to enjoy the enchanting video of the sleepover created by Brandie Lemmon inviting us to open our hearts. Victoria Taylor introduced us to a rousing song by Rising Appalachia. Reflections by Kimberley Homer and Stephen Henninger enriched our worship about widening our sense of ourselves and widening our understanding of Unitarian Universalists.

Provides Pastoral Care and Presence

This month I want to lift up the Caring Network. It's heartening to see the response when Polly Stimson reaches out to help congregants in need. I'm also grateful to have the Community Assistance Fund to help members of UUC and the wider community in financial need.

Encourages Spiritual Development for Self and Others

The UU's in Charlottesville have opened up their [adult faith development offerings](#) to other congregations. I know at least one of our members has signed up for one of their offerings. Likewise, I opened up the "Exploring and Reimagining UUism at its Core" workshops to other congregations. One person from Charlottesville signed up but dropped out before we could start. We had six participants—four on-line and two in the library—at our first session.

I am participating in and helping to facilitate an online book discussion through the NAACP Religious Affairs Committee on the fourth Thursday of the month. The book is *Be the Bridge: Pursuing God's Heart for Racial Reconciliation* by Latasha Morrison, and I've really appreciated hearing people's reflections. People are still welcome to join the group.

Witnesses to Social Justice in the Public Square

Our first joint Anti-Racism Practice Group with Blacksburg Presbyterian Church had 37 in attendance and had lively discussions. We'll continue practice groups on the last Tuesday of the month through May (and perhaps beyond). People are welcome to [register](#) and attend even if they missed the first session.

Mark Benson came to the Blacksburg Ministerial Meeting to discuss the Justice Advocates and invite their congregations to get involved in social justice work.

Leads Administration

I continue to meet with both search committees as we look for a new Director of Lifespan Faith Development and a new Administrator. The DLFD search committee has a [survey](#) out to the congregation to have a better sense of what people want in the new DLFD. Please fill it out. The Administrator search committee has changed the way the position was advertised on Indeed.com because we had not received any applicants. We have received three applications for DLFD and four for the Administrator position so far and will begin scheduling interviews this month.

The Personnel Committee has completed revisions to letters of agreement for the two positions and have reviewed and revised the description of the committee for the policy manual.

I've met with the Leadership Development Committee, which has begun working on the slate for board members. The Growth Through Service initiative is moving along, with six people practicing the conversations they will have with congregants to help identify ways they might like to serve the church.

They may be asking board members to help them practice, too. The online portion of the program (a web page and database) are being refined.

The kickoff for the stewardship campaign will have happened by the time the Board meets. The early bird pledging has been strong, and we hope the fun activities that have been planned will help generate excitement. Kudos to the Stewardship Committee and chair Carol Kern for trying new things.

I consulted with Linsey Marr about how we might want to proceed as mask mandates/recommendations have been changing and the Omicron spike appears to have ended. She suggested that we use the new CDC metric for [“community level” risk](#). While the risk is still high, we should continue to wear masks and not sing. Once it drops to medium or low, we could make masks optional and resume singing. Personally, I would prefer that we wear masks while singing until we drop to low.

Lucas Machi and Ally DeHoff have applied to create a new group – UU Young Adults – that will serve people who have graduated from high school up through age 25. This group will be under the Connections committee. They hope to appeal to students at Virginia Tech, Radford, and New River Community College. I’m excited to think that we may have more to offer this age group.

I met with Susan Baker and Denise Martin to discuss the future of the Grounds Ministry. At this point, the two of them are doing most of the work to maintain the grounds. We talked about identifying all the work that needs to be done, dividing it up into teams, and finding volunteers who can serve on the teams. I’m hopeful that the Growth Through Service program can help us identify people who would love to work on the grounds.

Serves the Larger Unitarian Universalist Faith

It was good to gather with 30 ministerial colleagues and the congregants at First UU in Richmond (where I interned for a year) to celebrate the life of Rev. Jeanne Pupke. Ministers gathered the hour before the service in the “Robing Room” – where we talked and put on our robes and stoles. I set up a Zoom room for colleagues who couldn’t attend in person—44 ministers and religious educators gathered and shared memories. I was honored that Rev. Sherman Logan, acting senior minister at First UU, asked me, as “dean” of the cluster of religious professionals, to say a prayer before we processed into the service.

Leads the Faith into the Future

I’ve talked with Lucas Machi, who has done an amazing job with our AV system, about ways we might improve our overall use of technology. The first step will be identifying what kinds of technology we already have, who knows about the systems, and making a plan for how they can be coordinated.

Administrator's Report to the Board

March 10, 2022

Stewardship Update: As I write this, we have received 59 pledges for \$ 186,645. I plan to update on Thursday, so you have the latest for the Board meeting. People are signing up for the many fun community events, but not as many as the Stewardship Committee had hoped. Pam is urging people to do so each Sunday at the beginning of services which will hopefully result in great participation. At this point, stewards are only contacting those who are new to UUC and haven't been through a pledge campaign.

Webpage Update: Kelly Eagan, our webpage guru, has requested to be relieved of these responsibilities due to a new job and being busy with family. Fortunately, Lucas Machi answered my help announcement and has taken over. He is very familiar with WordPress from his job. The 3 of us will meet on March 12 for Lucas to get his questions answered and learn about what Kelly has done as far as updates, etc.

Meetings attended: Attended stewardship committee meeting in February.

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. In-person attendance has picked up recently, and the sanctuary hasn't felt so empty. We've also had several visitors both in person and via Zoom.

DLFD Report to the Board – March 2022

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

Children and Youth Programs:

In-Person CRE, MS, and YRUU: Attendance has been slightly increasing each week, with an average of 12 children present each Sunday in February. Classes have been taking place indoors. As the weather continues to warm, we will consider opportunities to meet outdoors, especially for PreK students, as they remain unvaccinated.

Online All-Ages Storytime: This has been a meaningful way to engage families at home throughout the Omicron surge. Attendance has been decreasing each week. We started with 12 children in January and our most recent story time had 7 (3 of whom were the children of LDF staff). We will reassess at the end of March whether or not to continue offering the online option.

Adult RE:

Anti-Racist Practice Group: Rev Pam facilitated on February 22 via Zoom. There were 23 Presbyterians and 14 UUC congregants in attendance for a total of 37 participants.

February LFD Programs:

Community Loom: The loom is installed outside the front doors and congregants have been weaving each week. The loom will remain through the end of Spring, at least.

Stuffed Animal Sleepover (Feb 11-13): 17 stuffies participated. Brandie shared photos on the UUC facebook page and created a video, which was included in the Feb 13 Sunday service.

Upcoming LFD Programs:

Leprechaun Scavenger Hunt: The self-led on the grounds scavenger hunt will launch March 6 and remain up through March 27. We will send an LFD email on March 6 with the first clue.

RE Stewardship Event: We are discussing a family-friendly stewardship gathering. We have approached Susan Baker about running an RE program during the grounds clean up on April 2, which would have the added bonus of allowing more families to participate in the cleanup.

Egg Hunt: The egg hunt will take place on the grounds following the April 17 multi-gen service. Eggs will be filled with items for the Montgomery County Animal Care and Adoption Center. *We are collecting donations. Bins will be installed in March on both levels of UUC.*

Volunteer Opportunities:

Egg Hunt: The LDF Team is seeking volunteers to help fill and hide eggs.