

UUC Board Meeting Minutes  
April 14, 2022

Chalice Lighting, Reading (Rev Pam)  
Check-in

*Bob called the meeting to order at 7:04pm. Rev. Pam shared a beautiful opening words/chalice lighting. The Board checked in.*

Review and Accept Agenda

Member Forum

*No members were present.*

Approve Consent Agenda:

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

*The consent agenda was approved.*

### **Treasurer's Report**

*One discrepancy is that the contribution to the endowment account has not yet shown up on the treasurer's report. Wayne is working with Linda Powers to look into the issue. Wayne is also going to work on getting Treasurer access to the endowment account permanently.*

*Wayne also shared that once the Stewardship Campaign is over, the Board will need to put together a final budget. In the past, the Board would hold a joint meeting with the Finance Committee to craft a budget. Wayne shared that he hopes this meeting continues this year and that he has personal conflicts on future finance and Board meetings. Wayne proposed the joint meeting occur on May 5th (or earlier). The Board discussed this proposal. The Board will hold a joint meeting with the Finance Committee on May 5th, which will give enough time for any edits as the Stewardship Drive finishes up on May 1.*

*Finally, Wayne asked a question about the new budget as it relates to the pending hire of the Director of Lifespan Faith Development.*

Old Business

Covid policy decisions – multigenerational service, singing, chairs, potluck, etc.

Planning for April 23 Outreach Summit

Policy & Procedure finalize editing of part I

**Review pages 66 to end and provide suggestions on comment sheet(previous assignment)**

*The Board discussed rules regarding singing and other COVID restrictions. The Board discussed a request whether the Choir should sing with masks during services, including review of COVID data, and personal viewpoints. The Board voted to permit the Choir to sing unmasked in the Sanctuary during services for the rest of the Church year. The vote was unanimous.*

*The Board voted to continue requiring masks for the Congregation when singing takes place during services. The vote was unanimous.*

*The Board ultimately discussed that they are taking this action with the understanding that choir members and attending Congregants will use good judgment and self-regulate if they are feeling ill or have been exposed to COVID-19.*

*The Board next discussed multigenerational services and mask requirements. The Board supports Rev. Pam's proposal to ask the Congregation to mask up if children under five years old are present, for example in a child dedication ceremony.*

*The next discussion item was a question whether to bring more chairs in the sanctuary, particularly for the auction dinner party. There was some question whether this 'dinner party' was an actual dinner or more heavy appetizers. Some consensus among Board members that adding more chairs would increase the ability for families to stay together and social distance if desired. The chairs will be returned by May 1.*

*Finally, the Board discussed a question to have potlucks return in the building. There was some discussion that a potluck is different because there is likely to be more children and youth present where an Auction event will likely have more adults present. The Board did not decide anything on this question as these proposals, for potlucks to return to the building, at this point in time. If there is no sit down potluck, the Board said no decisions need to be made at this point in time.*

*The Board transitioned to discussing the April 23 outreach summit. Gene led this discussion. Gene was concerned about the lack of ideas so far for community action projects. There was a sense that there won't necessarily be a specific outcome/project from the summit but more some really strong ideating on what topic(s) the Congregation might pursue in activism work. The Board also shared notes with Gene on a previous meeting where ideas for activism projects were generated.*

*Finally, for old business the Board discussed the policy review. Bob left the meeting and Nancy took over the meeting. The Board reviewed proposed revisions to the policies and procedures. The Board discussed the Strategic Planning process, as outlined in the current policy and procedures. Gene will draft a new proposal for the Strategic Planning process for the next meeting.*

*For new business, the Board noted that all the current plans for the Stewardship Celebration are not planned yet. The Board also discussed appointing UUA GA delegates and who to potentially ask to serve. The Board will discuss the UUA GA delegates at the May meeting.*

New Business

Stewardship celebration May 1  
UUA GA delegates  
New members for LDC and COM

*Via email, the Board voted to hire a Director of Lifespan Faith Development and an Administrator.*

Upcoming:

- Checkout: Did we abide by our Covenant?
- Next meeting: May 12
- Newsletter article (Who?)
- Reading for the next meeting?
- \*Items **bolded** are to be reviewed prior to the Board meeting

*Bob will write the May newsletter article. The next meeting is May 5th, a joint meeting with the Finance Committee. May 12th is the next Board meeting. Nancy will share a reading at the May 12 meeting. The meeting was adjourned at 9:07pm.*

UUC Board Meeting Agenda

April 14, 2022

[Zoom Link](#)

THE APRIL MEETING WILL *ONLY* BE ON ZOOM

7:00-7:15

Chalice Lighting, Reading (Rev Pam)

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

Covid policy decisions – multigenerational service, singing, chairs, potluck, etc.

Planning for April 23 Outreach Summit

Policy & Procedure finalize editing of part I

**Review pages 66 to end and provide suggestions on comment sheet(previous assignment)**

8:25-8:50

New Business

Stewardship celebration May 1

UUA GA delegates

New members for LDC and COM

8:50-9

Upcoming:

- Checkout: Did we abide by our Covenant?
- Next meeting: May 12
- Newsletter article (Who?)
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April 2022 Minister's Report to the Board  
Submitted by Rev. Pam Philips

### Leads Worship and Officiates Rites of Passage

March's theme of Renewing Faith was rich with possibilities and lent itself to the opening of our stewardship pledge drive, as we renewed our commitment to UUC. I led worship every Sunday this month because our planned guest speaker unexpectedly bowed out. Significantly, worship associate Stephen Henninger participated in-person for the last time because he moved to Salt Lake City, and Tommy Iafraite joined us in-person for the first time as he was visiting from Binghamton, New York.

Our April worship services will focus on holidays and holy days and the theme of Awakening. Ellen Plummer and guest Montasir Abbas focused on Ramadan (complete with call to prayer and music on the oud), and Victoria Taylor preached on Passover and the symbolism of the Seder meal.

Since the board approved optional masking during the service, my unscientific observation is that about half of the people attending still wear a mask. I know that some people would like to sing unmasked, but some members of the worship team have expressed that they are glad to still have this safety measure in place. I would especially like in-person attendees to wear masks on the Sunday we have child dedications (May 8<sup>th</sup>) because the youngest children are still not vaccinated.

In addition to the Child Dedication, we will be having a Bridging Ceremony and a New Member Recognition in May.

I officiated at a wedding this past Sunday which was "attended" by family members from Iran and California, thanks to support from Lucas Machi. I also officiated at the memorial service of a long-time Unitarian Universalist who attended churches in upstate New York and New Hampshire at a family gathering place in Dublin, Virginia.

### Provides Pastoral Care and Presence

I've been pleased that people in need of pastoral care have been reaching out for help—phoning or making appointments to meet with me in person. The pandemic continues to take its toll, despite the improvement in numbers and the availability of vaccines for most people.

### Encourages Spiritual Development for Self and Others

I'm sorry that more people are not participating in the Article 2 workshops as they have been a rich source of discussion for those who are participating. I'd be happy to share the resources to those interested in learning more about the UUA principles and sources.

I've been mindful that my own spirit could use more care, and I've discussed ways to schedule opportunities for renewal with my spiritual director. Likewise, the Committee on Ministries is helping me be more intentional about setting boundaries and preserving my time off.

### Witnesses to Social Justice in the Public Square

I have enjoyed working with the religious professionals at Blacksburg Presbyterian Church and our own Barbara Taylor as we plan and lead a joint Anti-Racism Practice Group. This has been a good way to live into our vision of partnering with other congregations. People are still welcome to [register](#) and attend even if they missed the first 2 sessions.

I attended the Dialogue on Race winter summit at the end of March, learning about Critical Race Theory from Wornie Reed. I saw several members of UUC in attendance as well.

I met with Mark Benson and several UUC members interested in environmental justice to discuss a program by RAISE (Roanoke Area Interfaith Stewards of the Earth) to "Green Our House of Worship." We'll be observing Earth Day as part of the initiative.

### Leads Administration

The two search committees did an excellent job of interviewing applicants for the Administrator and Director of Lifespan Faith Development. We were pleased to have excellent candidates from which to choose. Thanks to both committees for their commitment, thoughtfulness, and time (DLFD committee – Ally Dehoff, Helen Fotinos, Jane Keppel-Benson, Dan Taylor) and (Administrator committee – Jim Flowers, Jane Mahone, Kristine Reid). Thanks to the personnel committee, I have letters of agreement ready for them to sign and hope to announce our new staff members this Sunday during the service. I will inform Wayne Neu of the financial details so that he can put them in the proposed budget.

I've met with the Leadership Development Committee, which has nearly the entire slate for board members with excellent choices. The Growth Through Service initiative will be introduced in the service on May 1st.

I've supported the Stewardship campaign on Sunday mornings by recruiting members to share their testimonials and showing videos made by families to show our progress. Thanks go to Carol Kern, Cynthia Baute, Denise Martin, Cassy Davis, and Chris Clark for heart-felt and effective testimonies to why UUC is important to them. Thanks also go to the parents and children who have made videos: Alyssa and Noemi Short; Brandy Lemmon and McKinley & Delaney Rountree; Brian, Hazel, Eliza Mayer; and Cassy, Evelyn, & Leota Davis. I have also attended four of the Cultivating Community events, which have been really fun. If we get 20 more pledges by Saturday, I'll be dying my hair purple to encourage more participation.

### Serves the Larger Unitarian Universalist Faith

Good news about our UUA grant for the intern minister. Because another congregation was not able to get an intern, we will be receiving the full amount we requested: \$5,030.

I will be attending the installation of Rev. Viola Abbitt at the Coastal Virginia Unitarian Universalists and a celebration of Rev. Jeanne Pupke's ministry at First Unitarian Universalist in Richmond in May.

I've registered for and look forward to attending UUMA Ministry Days and UUA General Assembly in Portland, Oregon in June.

### Leads the Faith into the Future

The group meeting to discuss Article 2 will be providing feedback to the Article 2 Commission when we complete the six-part workshop.

### Time away from Blacksburg

May 20-22 – Virginia Beach and Richmond

June 20-26 – Portland, Oregon for Ministry Days and General Assembly

June 27 – July 11<sup>th</sup> – Vacation in Washington and California

## **Administrator's Report to the Board April 14, 2022**

**Stewardship Update:** As I write this, we have received 99 pledges for \$ 244,369. The community-building activities are going well.

**Meetings attended:** Attended stewardship committee meeting in March.

**Pledge Updates:** Pledge updates were emailed on April 5.

**Directory Update:** The directory was updated April 5 and is available on our website.

**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 is now about equal to online due to lower Covid numbers and possibly the option to mask or not. We lost 2 members who moved away but will hold a new member recognition ceremony May 15.

**Change in Newsletter Deadline:** The deadline has been moved from April 28 to April 21 so that it is out before the service on May 1. Didn't look at the calendar closely enough when setting the original date.

**Time off:** We are having guests April 27-30 and May 2-5, so I will be taking some time off but still doing what work needs to be done.

**New Administrator:** Just FYI - I invited Ericka to lunch on April 13 to say hi and get to know her. Looking forward to meeting her. I plan to purchase a new computer for her since the one I use is close to 6 years old and crashes every now and then. I hope to have it loaded with what she will need to start the job. Lucas Machi is going to help me since some things are tricky as I use my personal email on occasion to login to some sites.

**Outreach Summit:** I plan to attend.

## **DLFD Report to the Board – April 2022**

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

### Children and Youth Programs:

**In-Person CRE, MS, and YRUU:** Attendance has continued to increase throughout Spring semester, with an average of 15 children present each Sunday in March. 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 Has Ended:** Online storytime was a meaningful way to engage families at home throughout the Omicron surge. Attendance decreased each week and more students are now attending RE in person. The final online storytime met on March 20.

### March LFD Programs:

**Leprechaun Scavenger Hunt:** The self-led on the grounds scavenger hunt was installed from March 6 through March 27. Thank you to Brandie Lemmon for organizing this fun and very poetic event! Based on the number of prizes that were taken, we estimate 30 participants.

**Mountain Con:** Eight YRUU students attended Mountain Con from March 25-27. Thank you to Jim Kern and Rebecca Epperly for serving as the adult chaperones!

**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.

### Upcoming LFD Programs:

**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 through April 17 - bins are installed on both levels of UUC.*

**OWL Resources & Discussion Group:** We shared a new Our Whole Lives (OWL) resource called *Under Your Wing*, a series of short videos that support parents and caregivers as the primary sexuality educators of children ages 5-7. We are organizing a group for parents and caregivers of children ages 5-7 who would like to discuss the video content.

**Summer Teacher Recruitment:** Summer RE classes will run from June 12-August 14 (no class on July 3). *We are seeking volunteers to teach the PreK and K-5 groups. Seven positions remain open out of ten.* Summer session is an opportunity for new volunteers to teach RE and allow our regular teachers (who are mostly RE parents) to take a break from teaching.