

UUC Board Meeting Minutes  
May 12, 2022  
(Approved June 11, 2022)

Chalice Lighting, Reading (Nancy)  
Check-in

*Bob called the meeting to order at 7:07pm. Nancy shared a reading. The Board did their check-in.*

Review and Accept Agenda  
*Bob added an executive session after the member forum.*

Member Forum

*No members were present.*

*The Board entered executive session at 7:21pm. The Board reconvened at 7:34pm. The Board discussed a personnel matter.*

*Gene moved to provide Rev. Pam, in recognition of her exceptional service this past year, a one-time bonus of 5% of current salary to come out of the 2021-2022 budget. Mindy seconded the motion. The motion passed unanimously.*

Approve Consent Agenda:

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

*The Board approved the consent agenda.*

### **Treasurer's Report**

8:00-8:25

Old Business

- Finalize 2022-2023 Budget
- Covid policy decisions with current data
  - Potlucks, multigen, additional chairs in the sanctuary, singing, etc
- Vote on UUA GA Delegates
- April 23 Outreach Summit Debrief
- Policy & Procedure finalize editing of part I
  - **Review pages 66 to end and provide suggestions on comment sheet (previous assignment)**
- **Identify potential new Committee on Ministries and Leadership Development Committee Members**

*The Board reviewed the proposed 2022-2023 budget. The auction this year raised more than \$17,000. There was some discussion of raising the projected auction revenue but no action was taken. Nancy moved to approve the proposed budget. Gene seconded the motion. The motion was approved unanimously.*

*The Board then discussed any updates to the COVID policy. Rev. Pam shared that more masks needed to be purchased to give out if Congregants need one and that numbers are on the rise. All current policy will stay the same with more announcements during services about pertinent policy points. The Board will include in the weekly announcements information about the rise in numbers, that if you are sick or slightly unwell to stay home and attend virtually, and if attending in person we strongly recommend wearing a KN95 mask. The Board will continue to monitor the situation as new information presents itself.*

*The Board then discussed UUA GA delegates. Rev. Pam shared that Ellen Plummer, Jamie McReynolds, and Nancy Bodenhorn were interested in serving as delegates. Bob moved to approve Ellen, Jamie, and Nancy as our UUA GA delegates.*

*The Board moved to discuss the outreach summit. Gene shared that the meeting was productive, had a lot of good energy, and ideas were generated to get our Congregation out in the community. The Board wants to ensure that the momentum from this summit continues and doesn't burn out. One idea is to have the committee on ministries oversee this work or put project ideas that were developed under various committees (e.g. container garden project under the community service team). It will be important that a person, persons, or a group are charged with continuing this momentum. Rev. Pam shared that the policy and procedures dictate that the minister and the DLFDD staff review committees and assign them to a particular structure. Ultimately, the Board decided that Rev. Pam and the Committee on Ministries will oversee these new and emerging ministries.*

*The Board then discussed potential new members for the Committee on Ministries and the Leadership Development Committee.*

*Finally, the Board moved to the policy and procedure review. Bob shared that we are not moving as fast through the policy review as we had hoped. Bob recommended that we somehow get to vote on the 'easy' stuff (e.g. simple edits, etc) and then another group fleshing out more complicated issues that will need more Board attention. Gene shared his proposed edits to the strategic planning section of the policy and procedures.*

*The Board ultimately decided that sections of policy and procedures will be divided up to pertinent committees and/or Board members for initial edits and review. Gene will cut up the sections and send out to the committees their sections and Rev. Pam will develop a charge and a template. Members of the Board will select one section each to review and suggest changes at the June meeting.*

#### **New Business**

- Plan annual & informational meetings

*Bob shared that he will finish planning and preparing for the annual and informational meetings. It may be helpful to have Board members present at the annual meeting to ensure quorum.*

Upcoming:

- Checkout: Did we abide by our Covenant?
- Next meeting: June 9
- Newsletter article (Who?)
- Reading for the next meeting?

*Bob will invite the new Board members to the June 9th Board meeting. Bob will write the newsletter. Gene will bring a reading to the June meeting.*

*The meeting adjourned  
at 9:27pm.*

#### **Amendment to Minutes (by Board at June 11, 2022 Meeting)**

*Bob Stimson moved to amend the 5-12-22 Board meeting minutes to include an email vote on 5-18-22 to include a new \$5000 pledge in the proposed budget. Brandie Lemmon seconded. Approved unanimously.*

UUC Board Meeting Agenda  
May 12, 2022

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

7:45-8:00

**Treasurer's Report**

8:00-8:25

Old Business

- Finalize 2022-2023 Budget
- Covid policy decisions with current data
  - Potlucks, multigen, additional chairs in the sanctuary, singing, etc
- Vote on UUA GA Delegates
- April 23 Outreach Summit Debrief
- Policy & Procedure finalize editing of part I
  - **Review pages 66 to end and provide suggestions on [comment sheet](#) (previous assignment)**
- **Identify potential new Committee on Ministries and Leadership Development Committee Members**

8:25-8:50

New Business

- Plan annual & informational meetings

8:50-9

Upcoming:

- Checkout: Did we abide by our Covenant?
- Next meeting: June 9
- Newsletter article (Who?)
- Reading for the next meeting?

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

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

### Leads Worship and Officiates Rites of Passage

We continued to observe holy days in April, with a multi-generational Easter service and an Earth Day service. It was lovely to have a time for all ages with the children, and they seemed to enjoy decorating plastic eggs during the homily. Easter is especially challenging for many UU ministers, and I felt like this was the best one we've had yet. Looking at Awakening (the April theme) through a pagan/earth-centered religion lens worked well for Earth Day.

Our first Sunday in May, we explored the theme of Nurturing Beauty by talking about nurturing inner beauty/spirit/soul, which was a good springboard for introducing the Growth Through Service program. Having the choir sing live for the first time helped create a celebratory feel, as did the stewardship committee's celebration after the service.

We dedicated nine children last Sunday, and there were at least three families who wanted to participate but weren't available. We'll have another dedication sooner rather than later.

I was pleased to officiate at the wedding of Victoria Taylor's son Lennon (who was raised at UUC).

### Provides Pastoral Care and Presence

I continued visiting with folks on the phone, at their homes, and in health care facilities. Having finished up with the hiring process for the administrator and the DLFDD has given me more time to meet with people, especially those who haven't been able to attend services. One of the byproducts of communicating with people during the stewardship pledge campaign was discovering people who are struggling financially. Thanks to the community assistance fund, I was able to ease some of the burden.

### Encourages Spiritual Development for Self and Others

I've enjoyed meeting with YRUU to help plan the annual bridging service which will be on May 15th. I hope I can meet more regularly with them next year.

I continue to meet with my spiritual director monthly and to meditate daily. The spring weather has also meant I get to mow the grass and work in the garden, which I find very restorative.

### Witnesses to Social Justice in the Public Square

The Anti-Racism Practice Group with Blacksburg Presbyterian Church will have its last scheduled meeting later this month. People seem to be finding it useful.

I facilitated another NAACP Religious Affairs book discussion group.

I'm looking forward to working with the new legislative advocacy initiative that came out of the Outreach Summit.

### Leads Administration

I'm pleased with the results of the stewardship pledge campaign, helped in part by the challenges to the congregation that resulted in an upsurge in the number of pledges (my purple hair) and getting up to 90% of our financial goal (Jamie's green hair). It was good to hear a testimonial from one of the youth (Alex Dickerson) and get more families involved in making progress videos (Noe, Genevieve, & Grant More; Deb and Theodore Dickerson). The stewardship committee threw a great party to celebrate our success.

I met with the Lay Pastoral Care Ministry, the Community Service Team, the Connections Committee, and attended the Outreach Summit, in addition to staff meetings. I will be doing staff evaluations this month.

#### Serves the Larger Unitarian Universalist Faith

I met with a member of the First Unitarian Church of Lynchburg to share information on our DLFD search as they are starting to search for a new religious educator.

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 later this month.

I will be stepping down from my role as the Dean of the Joseph Jordan Cluster of UU religious professionals in anticipation of the extra responsibility of being a teaching pastor next church year.

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

I participated in the Mid-Degree Portfolio Conference for Ellen Plummer, meeting with folks from Starr King School for Ministry to talk with her about her progress in seminary. I also heard back from the seminarian with whom I met monthly last year and have agreed to be a reference as she applies to Clinical Pastoral Education programs.

#### 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  
May 12, 2022**

**Stewardship Update:** As I write this, we have received 159 pledges for \$ 326,162. The Stewardship Committee and Stewards are sending thank-you notes to all who pledged.

**Meetings attended:** Attended stewardship committee meeting in April. Hosted 2 stewardship community-building events.

**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 equal to or higher than online attendance.

**Annual Committee Reports:** Committee chairs and task leaders should have received an email requesting an annual report. They will be available online in early June along with a highlights sheet that will be available at the annual meeting.

**Computer for New Admin:** I hope to purchase a new computer shortly and will work with Lucas Machi to load it with needed software and documents for June 1 when Ericka Kelly begins working with me.

**Time off:** I will be attending a family wedding May 26-June 1 but will check emails and send announcements, etc. while away.

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

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

### Children and Youth Programs:

**In-Person CRE, MS, and YRUU:** Attendance stabilized in April with an average of 16 children present each Sunday. MSYG went on two outings: a group hike and a visit to the trampoline park. Spring semester will end on May 22.

**Volunteer & Teacher Appreciation:** LFD teachers and volunteers will receive gift card to a local establishments of their choice. Choices: New River Art & Fiber, India Garden, Crows Nest, or Halwa Bakery & Cafe.

### April LFD Programs:

**Egg Hunt:** The egg hunt took place on the grounds following the April 17 multi-gen service. An estimate of 25 children from toddler to teen participated. The eggs were filled with items for the Montgomery County Animal Care and Adoption Center. Through our congregation's generosity, we donated a car-trunk-full of canned and dry food, treats, toys, and cleaning supplies to the Animal Center. Thanks to Brandie for organizing the hunt and delivering the donation, and thanks to Deb and Theodore Dickerson for helping hide eggs.

### Upcoming LFD Programs:

**Auction Party for Kids:** Deb Dickerson volunteered to organize a party for UUC children while the adults in their family enjoy the auction event. The party will take place outside in the playground area and will include games, costumes, bounce houses, and pizza. Children will be divided into three age groups: Nursery Care, PreK, and K-5. Two adults per group.

**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. There will be a discussion group for parents and caregivers of children ages 5-7 during the first week in June.

**Summer RE:** Summer RE classes will run from June 12-August 14 (no class on July 3). All classes will take place outdoors, weather permitting. The PreK group will engage in free play. Brandie is adapting the *Holidays & Holy Days* curriculum for K-5 to do outdoors.

**Summer Volunteer Recruitment:** We met our goal of recruiting ten volunteer teachers. We have decided to continue our recruitment efforts in order to reduce the volunteer commitment level and to accommodate summer schedules.