

UUC Board Meeting Agenda
December 8, 2022

We, the UUC Board, seek informed collaboration and clarity in our work of supporting UUC ministries. We interact with respect, trust, deep listening, and curiosity. We affirm one another, and maintain fierce dedication to diversity and inclusion in our commitment to the community we serve. We communicate directly and with courageous love. When it arises, we engage in productive conflict. We are focused, accountable, and authentic. We laugh together. We maintain the trust and confidentiality of board members' contributions and speak with one voice regarding board actions.

7:00-7:20

Chalice Lighting, Reading (Gene), Check-in
Review and Accept Agenda

7:20-7:40

Member Forum -OR- Racial Equity Exploration Dialog

7:40-7:50

Approve Consent Agenda
Minister's Report
Administrator's Report
Director of Lifespan Faith Development's (DLFD) Report
Previous Meeting Minutes

7:50-8:00

Treasurer's Report

8:00-8:45

Old Business
Update on Policy and Procedure Review project
Review edits to Connections section and approve
Discuss and revise [Strategic Planning section](#)
Respond to Committee on Ministries documents
View [Current UUC Organizational Chart](#) draft

8:45-8:55

New Business
Housing Portion of Minister's Salary for 2023
Mask-wearing by congregants while singing
Memorial plaque or other recognition for Isabel Berney

8:55-9:00

Upcoming
Next Board Meeting (January 12)
January Newsletter article
Reading for January Meeting

UUC Board Meeting Minutes
December 8, 2022
(Approved 1/12/23)

In attendance: Nancy Bodenhorn, Fred Piercy, Wayne Neu, Gene Gardner, Angela Parrish, Laura Robinson, Rami Steinruck, Rev. Pam, and Rachel Craine.

Chalice Lighting, Reading, and Check-in

Nancy called the meeting to order at 7:00 pm. Gene shared a reading. The Board did their check-in.

Review and Accept Agenda - *Approved unanimously.*

Treasurer's Report

Pledges are coming in a little slower than usual but we are not falling behind. Rental income is up. 2023 budget requests from committees and groups are due by January 20. We have some big expenses coming up (new parts for fire panels, resealing the parking lot, projects recommended by the energy audit). Some of the energy saving projects can be spread out over future years.

Member Forum - *No members were present.*

Racial Equity Exploration Dialog

The Board selected twelve questions from the ten analysis areas for further reflection and discussion during upcoming meetings.

Approve Consent Agenda

- Minister's Report
- Administrator's Report
- DLF's Report
- Previous Meeting Minutes

The Board approved the consent agenda unanimously.

Old Business

- Update on Policy and Procedure (P&P) Review project
- Review Wayne's edits to Connections section and vote
- Discuss and revise Strategic Planning section discussion
- Respond to Committee on Ministries documents
- View and discuss current UUC Organizational Chart

The Board approved the revisions to policies and procedures for the Connections section.

The current P&P Manual lists Strategic Planning (SP) as a Committee of the Board. The section also has very detailed instructions for long range planning (committee membership, schedules, elements of the plan, etc.). While the Board acknowledges SP as a responsibility of the Board, we believe it does not require an ongoing committee (like Finance, Stewardship, Leadership Development, Ministries, and Personnel). Gene was tasked with preparing draft changes including such items as 1) adding SP as a specific item under "Duties and Responsibilities of All Board Members", 2) removing the SP section under

“Committees of the Board”, and 3) calling out SP as a specific example in the “AdHoc Committees” section outlining a general approach and guidelines for implementation.

Based on a recommendation by the Committee on Ministries, the Board approved the concept and formation of a Conflict Transformation Committee. Once the Committee has met and developed specific objectives and descriptions, it will be added to the P&P under “Standing Committees”.

The Board also approved the proposed review of ministries and appreciates the value this ongoing assessment process by the Committee on Ministries will provide.

As part of the development of a new organizational chart, the Board discussed the current structure (as identified in the P&P) and identified areas for updating and clarification.

New Business

- Housing Portion of Minister’s Salary for 2023.
- Mask-wearing by congregants while singing.
- Memorial plaque or other recognition for Isabel Berney.

The Board approved the housing portion of the Minister’s salary for 2023.

Rev. Pam will seek the latest information on the impact of mask wearing by congregants singing to present to the Board.

The Board approved a recognition for Isabel Berney with some specific suggestions for the group proposing this item to explore.

Upcoming

- Fred and Angela will represent the Board at the “New to UUC” session (Dec.18)
- Nancy will write the article for the November Newsletter.
- Next Board Meeting is Jan 8, 2023. Rami will prepare the reading.

The meeting was adjourned at 9:10 pm.

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

Leads Worship and Officiates Rites of Passage

Throughout November, we explored the theme of Change. We explored preparing for change, noticing changes, and being agents of change. Members of the UU Young Adults led worship on the third Sunday, and it was an incredibly moving and wonderful service. This month we are exploring Paths of Wonder. We'll also be having our annual Christmas Eve evening service and an unusual Christmas morning service complete with breakfast for those who join us.

It was a joy to welcome seven new members to the congregation during the service this past Sunday.

The worship team continues to express concerns about people singing without masks. We would like the board to consider changing their original policy of not requiring masking for singing – even when we are in the green/low zone.

I officiated at the memorial service for former member Mike Montgomery.

I will be officiating at a wedding on December 26th.

Provides Pastoral Care and Presence

The LPCM training in conjunction with other UU congregations in Virginia was very successful. After a morning of presentations from ministers and ministerial interns on Zoom with the other congregations, we had a very productive afternoon of practicing and discussing the skills that had been presented.

Encourages Spiritual Development for Self and Others

Rachel, Anna, and I met to plan out adult faith development offerings for new year, and I'm excited that we'll be able to offer monthly workshops on spiritual practices in addition to Transgender Inclusion in Congregations, the Common Read book discussion (Mistakes and Miracles: Congregations on the Road to Multiculturalism), and a UU theology curriculum.

I had a restorative time at the Southeast UU Ministers Association (SEUUMA) retreat at The Mountain in North Carolina, enjoying time with colleagues, workshops, and worship. Jamie and I will be attending "Open Heart, Peaceful Mind" a New Year's retreat at Pendle Hill, a Quaker community outside Philadelphia.

Witnesses to Social Justice in the Public Square

Several people from UUC have already registered for the Anti-Racism Practice workshops that will resume in January.

Our Sunday service on Being Agents of Change was the perfect venue for advertising our [Social Justice Survey](#), with 40 people responding already. I encourage board members who haven't yet to take the survey. I met with members of the new Social Justice Team – Sara Dalton, Mark Benson, Molly Larson, Lucas Machi, and Bob Stimson to discuss the results and talk about next steps. Already, we have six areas of interest with people willing to co-lead groups and people willing to join the teams -- climate, environmental, health, racial, reproductive, and voting justice. Everyone who filled out the survey will be contacted about opportunities to join teams before the holidays, and we hope all teams will meet in January to get started. We will use the results of the survey to inform educational opportunities we offer and whom to invite.

If you have not yet read the [Internal Institutional Analysis on Race Worksheet for Predominantly White Congregations](#), please do so in preparation for the board meeting.

Leads Administration

The Stewardship Committee's lunch after the service on November 20th was a lovely way to honor leaders and get their support for the upcoming stewardship campaign.

The Communications Committee (ComCom) met again this month. We all agreed that our participation in the Holiday Parade was a rousing success. I cannot express enough gratitude to Lucas Machi, George Lally, Laurence Magee, Rachel Craine, Angela Parish, Chris Long, Ally Dehoff, and Ricardo Acevedo-Siaca for all they did to make it happen. Also, thanks to those who rode or walked in the parade. The staff has been improving our communication of activities through all the different media (emails, announcements, Facebook events, calendar).

The new Auction Committee met on November 13th and has set the date for the auction on February 11th. I'm excited to have new ideas and enthusiasm from members of the UUYA's and QuarterLifers and grateful for the wisdom shared by Molly McClintock and Irene Peterson. Be thinking about what you would like to offer in the auction.

I completed the application for another Internship Salary Grant to help defray the cost of Anna's second year of internship here.

The board needs to vote to approve the amount of my salary that is paid as housing. Our projected housing expenses for 2023 are \$6,750. The projected expenses for 2022 were \$6,000. The increase is mostly due to higher expenditures for utilities including cellular and internet/cable.

Serves the Larger Unitarian Universalist Faith and Leads the Faith into the Future

As I mentioned above, I attended the SEUUMA retreat, which included discussions of the Article 2 Commissions rough draft. I also attended an online feedback session. I look forward to seeing the revisions that result from all the feedback.

Time away from Blacksburg and UUC

December 27th - January 1st: Study Leave at Pendle Hill (Media, PA)

January 24th - 29th: Vacation in Mexico

**Administrator's Report to the Board
December 1, 2022**

Adopt-a-Family at Women's Resource Center: This project got off to a slow start but is doing very well, we've received several sign-ups and received \$360 in donations just this past Sunday which Lisa will use to shop for the family.

Stewardship Committee: I helped with the stewardship appreciation lunch and have created a logo for this year's theme.

Communications Committee: Currently working with the Communication Committee as 4 subcommittees: Internal Communication, Social Media, Website, and External Communications/Community Visibility. We are in the process of identifying tasks each subcommittee would like to work on for the next 6 months to improve communications.

2023 Auction: I attended the first auction meeting as admin support. I will be helping get the word out through the Newsletter and announcements.

Attendance/Members: See the [Attendance/Numbers](#) Google doc.

DLFD Report to the Board – December 2022

Children and Youth Programs:

- **Registration Numbers:** Currently 49 families and 81 children have registered for 88 activity slots
- Began teacher recruitment for Spring semester–hope to finish by the end of the month. Spring teacher training scheduled for Jan. 21.

- **MSYG and YRUU:**
 - MSYG had a Friendsgiving in November and made scarves for mitten tree. They plan to make gifts for our elder congregants in December.
 - YRUU had an escape room adventure in November. 6 youth are going to the Mountain this weekend. Planning a Coffee House for January 14.

- **OWL**
 - Parent info sessions were held in November for k-1 and 4-5 OWL and were well attended. 12 youth from UUC have registered so far (6 in each class.) Will open up extra slots to some members of the community (with suggested \$50 donation.)
 - Rachel Craine, Kendra McAllister and Jane K-B attended OWL training for grades 7-12 in November.
 - Rachel and Anna Tulou will get trained for elementary OWL online in January.

Adult Programs:

- Reproductive Justice Workshop finishes in December.
- Social Justice Film Series: about 10 people showed up to “2040,” shown in November, but only a couple people came to “What Was Ours,” shown in December–this also followed the holiday sing-along and a day after very successful parade!
- Scheduling Spring Programming with Pam and Anna–Common Read, Transgender Inclusion, Faith Like a River, and several stand-alone, single session offerings.
- Looking for new coordinator for Sunday Circles (Jamie is done after this year)

All Ages Activities:

- Holiday Party/Family Movie Night for December 16
- Charlie Brown’s Christmas–No Rehearsal Play on December 18
- Buddy Project Reveal–December 18
- Reverse advent calendar food collection

Professional Development:

- OWL trainings (mentioned above.)
- Attended 4 hour SACRed online training–Spiritual Alliance of Communities for Reproductive Dignity–hope to bring this to congregation next year.
- Attended Southern Region UUA tool box webinar “*Dismantling White Supremacy Culture Within the Congregation*”