

**UUC Board Meeting Agenda**  
**February 9, 2023**

*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 (Nancy), Check-in  
Review and Accept Agenda

**7:20-7:35**

Member Forum - Social Action Environmental Action Team  
-OR-

Racial Equity Exploration Dialog

*How did the church respond to the shooting of MLK?*

*How did the church respond to integration? Are there positive and negative examples?*

*What programs, workshops, initiatives, partnerships, etc. has the church participated in around race and racism?*

*Have church members been involved in community conversations around race, or the shaping of policy or processes that impact people of color? If so, what was their role, beneficial or detrimental? Where are there opportunities for them to be involved now?*

**7:35-7:40**

Approve Consent Agenda

Minister's Report

Administrator's Report

Director of Lifespan Faith Development's (DLFD) Report

Previous Meeting Minutes

**7:40-7:50**

Treasurer's Report

**7:50-8:20**

Old Business

Update on Policy and Procedure Review project

Exceptional service award process

Second signer for UUC account

Delegates for General Assembly

**8:20-8:50**

New Business

Board project for Auction

Next steps for Strategic Plan Implementation  
UUC Organizational Structure

8:50-9:00

Check-out - Did we abide by our covenant?

Upcoming

Next Board Meeting (March 9, 2023)

March Newsletter article -

Reading for March Meeting -

Other activities - 2/12 Potluck - 2/19 - New to UU -

**UUC Board Meeting Minutes**  
**February 9, 2023**  
(Approved 3/9/23)

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

**Chalice Lighting, Reading, and Review of Agenda**

*Nancy called the meeting to order at 7:00 pm and shared a reading.  
The agenda was reviewed and approved unanimously.*

**Member Forum**

*Members of the Environmental Justice / Climate Change Team requested funding from the current year's budget to do the first of three phases of the Vented Attic Upgrade Project. Our Energy Audit had identified significant energy cost savings possible through air sealing and insulation. The first phase prepares the attic areas for the subsequent work.*

**Board Member Check-In**

**Approve Consent Agenda**

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

*The Board approved the consent agenda unanimously.*

**Treasurer's Report.**

**Old Business**

- Changes to Policy and Procedures
- Exceptional Service Award

*The Board unanimously approved revisions to policies and procedures for the Fiscal sections on Stewardship, Leadership Development, and the Personnel and Worship Committees. Additional changes to the Fiscal Matters section will be addressed at the next meeting.*

*The Board approved four delegates for the General Assembly Meeting (June 21-25 in Pittsburgh) - Fred Piercy, Nancy Bodenhorn, Lucas Machi, and Rachel Craine. One additional slot is open and will be filled before the end of February.*

**New Business**

*The Board approved \$2500 to fund the first phase of the Vented Attic Upgrade Project.*

**Upcoming**

- Nancy will represent the Board at the "New to UUC" session (Feb 19)
- Nancy will write the article for the March Newsletter.
- Next Board Meeting is Feb 9, 2023. Rachel will prepare the reading.

*The meeting was adjourned at 9:15 pm.*

February 2023 Minister's Report to the Board  
Submitted by Rev. Pam Philips

### Leads Worship and Officiates Rites of Passage

January's theme was Finding our Center, and we used it to explore our core values, how to engage our core values by putting them into practice, the difficulty of putting others at the center (in terms of the dominant culture), and locating ourselves in the world (through spiritual and secular practices of orientation). The theme in February is Love. Denise Martin will be joining the worship team as a Worship Associate.

There have been some difficulties with the sound quality/level, particularly on Zoom, which we'll discuss in the worship team meeting to remind AV volunteers to stop the service if they realize sound quality is an issue so that those attending online can access the service.

I participated in a memorial service for the brother of a member of the UU congregation in Charlottesville.

### Provides Pastoral Care and Presence

The Lay Pastoral Care Ministry team is continuing to review the training we held with other UU congregations, and the newer members of the team are getting matched with congregants. I've met with people by phone and in person to support them through challenging times.

We will be starting a Surviving Spouses group on the 4<sup>th</sup> Tuesday of the month (2:00 in the Library) for people who have lost a spouse or partner.

### Encourages Spiritual Development for Self and Others

Our first spiritual practices workshop – UU Prayer Beads – was a rousing success, with a multigenerational group that included children and elders and in-between. I look forward to the next session on Lectio Divina (divine reading) on February 19<sup>th</sup>.

Our trip to Mexico was very relaxing and rejuvenating. I'm grateful for the opportunity to get away without worrying about anything.

### Witnesses to Social Justice in the Public Square

The Anti-Racism Practice Group with the Presbyterians and Methodists started January 17<sup>th</sup>, with 22 participants. I encourage board members to attend a session; we are meeting on the 3<sup>rd</sup> Tuesday of the month on Zoom (register [here](#)).

We held the first session of the UU Common Read on February 2<sup>nd</sup>. It was a small group, and we decided that it was worth trying to get others to read [Mistakes and Miracles: Congregations on the Road to Multiculturalism](#). I sent the board information on how to order the book or listen online for free. This book seems especially appropriate for those in leadership who want to help the congregation live into the 8<sup>th</sup> Principle, so I encourage all board members to [read](#) or [listen](#) to the book. If you are unable to [sign up](#) and attend the discussions, we can find another time to talk about the book and how we might use the lessons of other congregations here at UUC.

## Leads Administration

I'm sending salary recommendations to the Finance Committee to help as they create the budget. The UUA has changed the way they determine recommendations for salaries in an effort to emphasize process and values. You can read about the new salary ranges and the thinking behind the new system [here](#).

I've worked with the Auction Committee in preparation for this Saturday's big event. There's still time to [sign up to bring food](#). Bidding has begun on the silent auction items on the [website](#) and we're 7% of the way toward our goal at the time of my writing.

The Stewardship Committee is nearly ready for the Early-Bird portion of the annual pledge campaign to begin on February 12<sup>th</sup>. The Official Stewardship Kick-Off will be on March 5<sup>th</sup>. We have eight stewardship events planned so that people can get together to have fun and get reminders to pledge. We also have steward training planned for April 2<sup>nd</sup> so that we can contact those who haven't pledged in the early part of the campaign. The Stewardship Celebration will be on May 7<sup>th</sup> after the service.

One of the stewardship fun events will be an opportunity for people to get photographs taken for the directory. Many of the photos are very old, so we hope this event on March 26<sup>th</sup> will encourage members and friends to update their photographs. We ran into technical difficulties with updating the directory and are working to correct this.

I met with the Leadership Development Committee, who have begun the process of creating a slate of nominations for the board in anticipation of the Annual Meeting. They also helped generate some names for new members of the Committee on Ministries and Personnel Committee. Much gratitude to Patrick Feucht, who completed his three-year term on the COM this month.

The Worship Team has revised its description for the UUC Policy Manual – their recommendations are in the [proposed drafts folder](#).

I met with Lucas Machi to discuss some issues around AV, and he has recommended that we create a paid position for AV given the amount of time this work requires. I request that the board discuss this possibility and charge the Personnel Committee to write a job description if it is decided to create such a position.

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

I attended the Installation of Rev. Jaqueline Brett as senior minister of the Eno River Unitarian Universalist Fellowship in Durham, North Carolina this past Sunday, February 5<sup>th</sup>. It was especially wonderful to hear many well-known UU ministers speak, including current UUA President Rev. Susan Frederick-Gray, nominee for UUA President Rev. Sofia Betancourt, President of the UUMA (UU Ministers Association) Rev. Leslie Takahashi, to name just a few.

I am pleased to report that UUC has received a second grant to support our ministerial intern in the coming year, in the amount of \$5,030. Anna is in Chicago this week for intensive classes.

## Time away from Blacksburg and UUC

February 20-21<sup>st</sup> in Charlottesville/Fredericksburg for Joseph Jordan Cluster of UU Religious Professionals.

## **Administrator's Report to the Board February 2023**

**Stewardship Update:** Early Bird pledging begins February 12. Pledge post cards will be going out at the end of this week. The committee met and planned fun activities for congregants to sign up for in the next few months that will serve as an opportunity for people to fellowship, as well as have access to a steward to answer questions or help with pledging.

**Auction Update:** I've been working with UUYAs and other group members on this year's auction, mainly in organization and communications/advertisements. I will also be helping with decorations to make this event as spectacular as I've heard all the others have been.

**Tax Letters:** 2022 Tax letters went out at the end of January. There were a few hiccups that we were able to fix, as I'm still learning the Powerchurch system.

**UUA Certification:** With Help from Pam and Lisa, the UUA congregation certification was completed at the end of January.

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

## **DLFD Report to the Board – February 2023**

### **Children and Youth Programs:**

- **Registration Numbers:** Currently 54 families and 89 children have registered for 109 activity slots.
  
- **MSYG and YRUU:**
  - MSYG and YRUU both had great Out Of Church Experiences (OOCE's) bowling in January, and MSYG plans to hit the trampoline park in February!
  - YRUU is planning an extended meeting on February 25 and is inviting the Roanoke YRUU to join them from 5-11pm
  - 6-8 YRUU youth intend to travel to Pittsburgh for GA. We have reserved 3 hotel rooms, and are working on getting the youth registered. Jim Kern and Rachel Craine will be the youth sponsors.
  - The YRUU Coffee House was a lot of fun and raised over \$500 for the YRUU trip fund. Over 50 people attended.
  
- **OWL**
  - We have 19 children enrolled in OWL, and it is going very well.
  - Rachel and Anna Tulou were trained for elementary OWL in January. Rachel, Jane Keppel Benson and Kendra McAllister have registered to get trained in adult OWL online in March.

### **Adult Programs:**

- Social Justice Film Series: January's attendance was light, February's was worse. Even with more advertising and outreach. Thinking of canceling unless individual social justice groups want to take over. Will be reaching out to people about it this month.
- Common Read–has begun with a small group.
- Transgender Inclusion–starts next week but few have registered. 59 members have previously taken this course.
- Coming in March: What Moves Us (Anna), Neoliberalism Book Discussion (Jim Bohland)
- Spiritual Practices: Prayer Beads was well attended in January. It was nice to see both adults and a few children take part. February's offering will be Lectio Divina.
- New Parent Covenant Groups started in January. Additionally, a small group of families decided they need a separate parent support group, so they have had their first meeting as well.

### All Ages Activities:

- Encanto in January was very successful, with several families and over 30 people in attendance. February will be valentine-themed and before the movie there will be food and crafts related to the theme. The movie will be Gnomeo and Juliet. A garden gnome love story...

### Other DLFD activities:

- The childcare event on February 3 had mixed results. Though initially parents indicated an interest in full day care, ultimately not enough families committed to this to make it work. 5 children (3 families) did take advantage of the free morning program that was offered, however, and this went very well. The children learned about Groundhogs Day, Candelmas, and Imbolc, made groundhog crafts, searched for signs of spring, made homemade butter and biscuits, and played with 3 new team building games recently purchased for RE. Parents enjoyed a couple hours off. I plan to just offer the free morning programming for the next teacher work day. I may try offering childcare again next year, with a beginning of the year sign up for the days in question. I think if parents knew they could count on it, we would be more likely to attract more families, but since I was uncertain if it would “make,” by the time enough people registered the first families had made other plans.
- Coordinating childcare and activities downstairs for the Auction
- Supported Springhouse during their visit here. They had a great time and it was fun hosting them.
- In January I worked 77 hours over into my February hours. I have been trying to take a bit more time off to make up for it this month.

**Concern:** We request a donation for OWL to help cover the expense of books and trainings. I also collect money from parents for childcare during covenant groups, support groups, and potentially childcare on work days. The money collected should go into the line item for OWL (under my part of the budget) and the one for Childcare. Apparently it doesn't work that way. Wayne said something about a passthrough?

