

UUC Board Meeting Minutes
June 8, 2023

In attendance: Nancy Bodenhorn, Wayne Neu, Gene Gardner, Laura Robinson, Rami Steinruck, Rev. Pam, and Anna Tulou (via Zoom). Elected new members Beth McClellan and Barbara Taylor were also present..

Chalice Lighting, Reading, Check-in and Review of Agenda

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

Approve Consent Agenda

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

The Board approved the consent agenda unanimously.

Treasurer's Report.

Wayne presented an update of financial status.

Old Business

- 2023 Annual Congregational Meeting
- Changes to Policy and Procedures

At the June 4 meeting the congregation approved the slate of Board candidates and the 2023 Annual Budget.

The Board unanimously approved revisions to two sections of the Policies and Procedures manual. This clears the way for final editing and publication of the document.

New Business

- Family Leave Policy Discussion
- Staffing the Conflict Transformation (formerly Right Relations) Committee
- Board approval of new member of the Memorial Committee
- Board approval of specified-purpose gift

The Board initiated a discussion on the development of a Family Leave Policy for UUC. When completed, it will be added to the Policies and Procedures Manual. In the meantime, the Board approved 12 weeks of paid parental leave to our Administrator, beginning within six weeks of the birth of her child. The twelve weeks of leave may be taken consecutively or the equivalent number of days may be spread out over up to a year, at the discretion of the Supervisor/Minister.

The Board named Nancy Bodenhorn as the lead for the staffing of the Conflict Transformation Committee and approved Millie McKinley as a new member of the Memorial Committee.

A request by the Grade 4-5 class (Dumbledore's Army) to use the \$106 they raised for UUC energy efficiency efforts was approved by the Board.

Board Goals Review

- Identify actions necessary to implement the strategic plan recommendations. We will begin by systematically going through the strategic plan recommendations and charging committees to take actions and report back their progress.
- Complete the policy revision process and report it to the congregation.
- Review and revise the organizational structure of the congregation. Review possible organizational structures and decide which one we want to follow as part of revising our own structure,

As a close to the 2022-23 term, the Board reviewed the efforts, accomplishments, and status of the three goals set at the start of the year.

The meeting was adjourned at 8:55 pm.

UUC Board Meeting Agenda
June 8, 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 (Gene), Check-in
Review and Accept Agenda

7:20-7:35

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

7:35-7:50

Treasurer's Report

7:50-8:20

Old Business
Annual Meeting (June 4)
Update on Policy and Procedure Review project
Review sections in Proposed Drafts folder and vote

8:20-8:45

New Business
Family leave policy discussion
Staffing the Conflict Transformation (formerly Right Relations) Committee
Board approval of specified-purpose gift.

8:45-9:00

Board Goals Review

- Identify actions necessary to implement the strategic plan recommendations. We will begin by systematically going through the strategic plan recommendations and charging committees to take actions and report back their progress.
- Complete the policy revision process and report it to the congregation.
- Review and revise the organizational structure of the congregation. Review possible organizational structures and decide which one we want to follow as part of revisioning our own structure.

Leads Worship and Officiates Rites of Passage

While the official theme for May was Creativity, our services centered more on celebrations. On Mother's Day, we had a child dedication ceremony, with five families and eight children participating. The next Sunday, we celebrated the Flower Communion on the last day of the spring RE semester so that more children would be present to participate and we could express our appreciation for the RE volunteers. The change seemed to be well received. This service also lifted up the work of NAMI (National Alliance for Mental Illness) and the need to eradicate stigma around mental illness, with a powerful homily from our ministerial intern Anna Tulou and a reflection from congregant Justin Askins. The multigenerational service on Memorial Day weekend included a Mad Lib reading and sermon and the creation of a communal piece of art (a jigsaw puzzle).

Our first service in June introduced the theme of Delight and a new worship associate, Laurence Magee. We also welcomed seven new members in a New Member Recognition ceremony. The choir sang for the last time until August, and we were blessed to have Leon Kok playing violin with Jared for two services.

I officiated at two weddings (one for church members) this past month – one in the sanctuary and one on the grounds.

Provides Pastoral Care and Presence

I have met with congregants experiencing health issues and difficult life transitions this month – in my office, over the phone, and in health care facilities in the NRV and Roanoke. I also continue meeting with the Surviving Spouses group. The Lay Pastoral Care Ministry has likewise been busy offering a listening presence.

Encourages Spiritual Development for Self and Others

We will finish the "What Moves Us" curriculum this week. Rachel Craine and I have begun talking about the adult faith development offerings for next fall. We look forward to offering an adult version of "Building Bridges" – the program that introduces different religious traditions to our middle schoolers that includes visits to their places of worship. We are also planning to offer Adult Our Whole Lives (OWL), possibly opening it to members of the wider community as part of our young adult ministry.

I met with leaders of the Blacksburg Jewish Community Center and the minister from Blacksburg Presbyterian to plan an interfaith book discussion. We decided to read [Dangerous Religious Ideas: The Deep Roots of Self-Critical Faith in Judaism, Christianity, and Islam](#) (published by Beacon Press) and will begin meeting on July 9th at 4:00 in the Fellowship Hall of Luther Memorial Lutheran Church.

Witnesses to Social Justice in the Public Square

I attended the first in-person conversation of the NAACP Religious Affairs committee gathering at Asbury United Methodist Church and heard a great presentation by Dr. Nathaniel L Bishop.

The service addressing mental illness resulted in several people joining the local affiliate of NAMI, which was launched by our Mental Health Justice Ministry. I attended the NAMI Steering Committee Meeting and Volunteer Appreciation Dessert.

I attended the Side With Love's Preparing for Pride webinar for religious professionals in anticipation of the Pride Picnic on June 9th and our service later this month. Sadly, LGBTQ+ rights, along with reproductive rights, have come under attack and we will need to be vigilant in our support.

Leads Administration

I met with the Stewardship committee to look back at this year's campaign with an eye toward analyzing what went well and what we might want to change. The discussion was very productive and we already have ideas of exciting changes for next year. I'm grateful that Carol Kern, who has chaired the committee for two years, will be staying on the committee and the Mary Ann Hansen has committed to being a co-chair next year. We have already added Sara Dalton to the committee and will be recruiting other new members.

The Communications Committee met to discuss the results from their survey and to plan an audit our website to check for outdated, incomplete, or contradictory information. We will be meeting later in June to go over what we learned and make a plan for revising current content and making sure that the website is updated in a more timely manner. Ericka has taught me how to make updates to areas of the website she usually makes so that I (along with Rachel Craine) can make updates during her maternity leave.

The Committee on Ministries has been collecting more input of people's experience of worship using a [survey](#) and will include that in our report to the board.

I attended the Connections Committee annual Salad Supper (the first since COVID), which is an opportunity to celebrate the contributions of the greeters, neighborhood friends, coffee makers and potluck crew and to solicit feedback on the year. The Connections Committee helped put on the Sundaes Sunday to mark the end of the RE semester.

The Leadership Development Committee ran into more difficulty than usual in getting people to accept nomination to the secretary role on the board. Because we wanted to secure that person before filling out the board with members-at-large, the slate was incomplete. We are talking about what we can do to make sure this doesn't happen in the future.

I've completed the evaluations for the Director of Lifespan Faith Development and the Administrator and after finishing those for the Pianist and the Choir Director will share them with the Personnel Committee.

I propose that the board consider a Parental Leave Policy, using the example from the [UUA sample personnel policy](#). As it states, "Although not required by law, the UUA encourages, consistent with UU Principles, that congregations consider providing employees with paid leave." I found Virginia Tech's policy and included it as an example of local policies.

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

The Joseph Jordan Cluster of UU Religious Professionals in Charlottesville met for the last time this church year in Charlottesville. I look forward to participating in Ministry Days and General Assembly in Pittsburgh and am excited that 18 people from UUC will be attending in person and one virtually. There will be a meeting on June 11th after the service in the library for those attending and those interested in the business of the UUA (particularly the first vote on the proposed changes to Article II of the bylaws).

Time away from Blacksburg and UUC

June 11th, Charlottesville for a women's Dream Quest retreat

June 19-25, Pittsburgh, PA for UUMA Ministry Days and UUA General Assembly

July 1st – 13th, Study Leave

July 14th-26th, Washington and Oregon for vacation

July 27th – 31st, Study Leave

Check-out - Did we abide by our covenant?

Upcoming

Next Board Meeting - July 14, 2023

Reading for July Meeting - ?

Other activities - Potluck 6/11 - ? Potluck 7/9 - ? Get to Know UUC - 6/18 - ?

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

Administrator's Report to the Board June 6, 2023

Stewardship Update: Final pledge total: \$345,012.00. Thank you postcards have been made, signed, and sent out to pledgers.

Pledge Reminders: As the end of the fiscal year is a few weeks away, I'll be sending out pledge updates letters this week. Toward the end of the month, I'll let the treasurer know of those who still owe more than \$100 on their pledge. In the past it's my understanding that Wayne will then contact these people via email asking if they intend to pledge or to let him know if circumstances have changed and they won't be paying. People can pay their 2022-23 pledges through July 31 for it to be credited to this fiscal year. People also can submit receipts for 2021-22 through July 31.

Annual Committee Reports: I have received many reports which Arthur has posted on the Annual meeting page of the website.

Maternity Leave Update: I am planning for July 1st to be last day in office until September 24th. I have been training with Ann and Jamie for the last couple weeks and think they are doing well to learn the financial process. My other tasks I am leaving with volunteers, Rachel, and Pam. I have let Pam know I will be available the first week of my leave by phone for questions or issues that come up.

Meetings attended: Attended the Stewardship wrap up meeting, we discussed ways this year's pledge drive went well and ways to improve next year. We also had a ComCom meeting dedicated to updating the website. We are starting on an audit to get the information we have updated and ways to consolidate information to make the home page and tabs more user friendly.

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