

## UUC Board Meeting Agenda October 12, 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.*

7:00-7:40

Chalice Lighting, Reading (Rami), Check-in

Members forum: Discussion of Capital Campaign (Guest speakers Dick Luke and Jamie McReynolds)

Review and Accept Agenda

7:40-7:45

Approve Consent Agenda

**Minister's Report**

**Administrator's Report**

**Director of Lifespan Faith Development's (DLFD) Report**

**Previous Meeting Minutes**

**Treasurer's Report**

7:45-8:15

Old Business

- Presentation on organizational structures (Fred)
- Heads-up on process for awarding Isabel Berney Volunteer Award

8:15-8:45

New Business

- State of the building presentation (Liz)
- Ways to hear from committees? (Fred)
- Any ideas about how the board could support the service auction? (Laura)
- Check in about board experience (Fred)

8:45-8:55

Check-out - Did we abide by our covenant?

Upcoming

Next Board Meeting – November 9, 2023

Reading for November Meeting - ?

Other activities?

## **UUC Board Meeting Minutes**

### **October 12, 2023**

***In attendance:*** Wayne Neu, Rev. Pam Philips, Fred Piercy, Laura Robinson, Rami Steinruck, Barbara Taylor, and Anna Tulou (via Zoom)

***Guests:*** Liz Craine, Dick Luke, and Jamie McReynolds

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

- Fred called the meeting to order at 7:00 pm and Rami shared a reading.
- The agenda was approved unanimously.

#### **Member Forum**

- Dick Luke and Jamie McReynolds were invited to share their experience with Capital Campaigns at UU organizations. In 2008, the NRV UUC successfully held a Capital Campaign and raised \$600,000 for expanding our building. It has been 15 years since our last Capital Campaign. When considering doing a Capital Campaign, here are recommendations based on our 2008 Capital Campaign and other UU congregations' experiences:
  - **Know your goal.** Clearly define why and what you are raising money for. It can be easier to do a Capital Campaign for a new building than to improve an existing building. You do not want to ask people for too little money. A capital campaign should be a minimum of \$500,000 and in the range of \$1 million - \$2 million. For example, what is 3-times the annual stewardship?
  - **Survey your potential.** Gauge the potential before you begin (you can survey without people making a commitment). Consider getting a consultant recommended by UU because outside experts can make a significant impact. NRV UUC hired an outside expert in 2008 and reached our goal. Please refer to the materials from the 2008 campaign.
  - **Create buy-in and enthusiasm.** Have a theme. It is very important to have good publicity. It is important to communicate that this is different from the annual stewardship campaign.
  - **Have multiple strategies for asking.** Decide how to canvas the members: mass group ask, small group asks, and one-on-one asks (which can be the hardest to do). Ask large givers independently and directly ask them for a large gift or to match gifts. For a potential large donor, ask early as this gift could be seed money or the lead pledge. This can be helpful because then we could say, "someone has already committed \$xx,xxx to this campaign" or "an anonymous donor has offered to match gifts up to a total of \$100,000". Allow people to self-identify as a potential large donor.
  - The Board will continue gathering information and exploring all options for financing the playground and other building improvements. These might include any of the following: a mini-campaign, using available funds, or planning for a capital campaign. The Board will discuss this further at their November meeting.

### **Approve Consent Agenda**

- Rami motioned to approve the consent agenda and Barbara seconded. The Board approved unanimously. These reports included the following:
  - Minister's Report
  - Administrator's Report
  - Director of Lifespan Faith Development's (DLFD) Report
  - Previous Meeting Minutes
- The Board discussed the Treasurer's Report. Wayne motioned to transfer funds out of obsolete Temporary Restricted Net Assets (TRNA) and reallocate so the congregation could utilize these funds in our current budget for 2023-2024. Laura seconded the motion and the Board unanimously passed. The following will be reallocated as such:
  - TRNA Mental Health Justice Ministry will be donated to NAMI.
  - TRNA Technology Fund will be reallocated to our 2023-2024 budget.
  - TRNA Coffee Donations will be reallocated to our 2023-2024 budget for Connections.
  - TRNA Poetry & Prose will be reallocated to our 2023-2024 budget for Connections.
  - TRNA Social Justice Projects will be reallocated to our 2023-2024 budget for Social Justice.
  - TRNA Grounds Donations will be reallocated to our 2023-2024 budget for Grounds.

### **Old Business**

- Fred provided a presentation on organizational structures and facilitated discussion. For the Board Meeting in November 2023, Fred will research organizational structures that connect mission and goals.
- Planning has started for this year's Isabel Berney Volunteer Award. In January 2024, the Board will begin soliciting nominations by forming a subcommittee. This subcommittee will review the nominations and recommend to the Board their choice for the recipient of the award at the March meeting of the Board, with hopes of the award being bestowed at the annual meeting.

### **New Business**

- Liz Craine provided a presentation on the state of the UUC building. Please refer to the attachment "UUC State of the Building 2023". Wayne reports that the Finance Committee is working with Liz on prioritizing the building needs mentioned in Liz's report with the intention to seek board approval of them in the future.
- The Board praised Liz for her outstanding work on this and her dedication.
- The Board discussed ways to hear from committees and suggestions for enhancing communication. Committees report to Pam and Pam includes those in her report. The Board is also encouraged to read any minutes or annual reports submitted by the committees. Beyond that, Fred stated that he would like to invite committee chairs to make brief reports to the board from time to time. This will serve both to inform the

board of what committees are doing and to facilitate more direct communication and support to committees.

- The Board will offer “Dancing through the Decades” again this year at the service auction. Laura Robinson will be the point-of-contact for this event. The proposed date is Saturday, January 27, 2024, at 6 PM. The snow date would be the following Saturday in February.

#### **Upcoming**

- Next Board Meeting will be held on November 9, 2023.
- Reading for November Meeting will be by Rev. Pam Philips

*The meeting was adjourned at 9 PM.*

### Leads Worship and Officiates Rites of Passage

The theme for September was the Gift of Welcome, and we explored what it might mean to be truly and radically hospitable as a congregation. Ministerial intern Anna Tulou invited us to turn our focus outward, considering how we might minister to and with the community. The theme for October is the Gift of Heritage, which will give us the opportunity to explore our Unitarian, Universalist, Unitarian Universalist, and UUC heritage.

I've been more intentional about collaborating with the choir director and pianist so that the music is more integrated with the rest of the service's elements. Jared has been a great collaborator, choosing music that supports the themes of worship. We have also begun experimenting with musical reflections after the service.

The worship associates will be meeting on the afternoon of October 29th for a retreat.

Ministerial intern Anna Tulou led a memorial service for a congregant's family member. The local Good Samaritan Hospice held a service in our sanctuary for families they have served over the last year that was lovely and included releasing doves outside.

### Provides Pastoral Care and Presence

I continue to meet with individuals at their homes, in health care facilities, and at UUC. There have been no requests for friendly visits, so I'll be identifying people who might benefit from visits and share that with the volunteers. The Lay Pastoral Care Ministry continues to meet people's needs as well.

I continue to meet with the Surviving Spouses group, which we have opened to people who do not (yet) attend UUC. I also meet with the Sages group when I am able.

### Encourages Spiritual Development for Self and Others

The Soul Matters groups have formed and begun meeting. We have 6 groups with 39 people in them, with both in-person and Zoom meetings. We are also offering a morning group for the first time. I continue to meet with the Conversations on our Faith group on Wednesday afternoons. It was good to read the same book (*Dangerous Religious Ideas*) that we read with the Interfaith Book group, which 3-4 UUC members have also attended.

### Witnesses to Social Justice in the Public Square

I met with the Environmental Justice Team and am looking forward to their getting more of the congregation involved in activities.

I created web pages for the Voter Rights and Reproductive Justice teams on our web page.

The NAACP religious affairs committee is sponsoring an October 30<sup>th</sup> event at the Church on Main with Dr. Sylvester Johnson speaking on bridging the gap between politics and religion.

### Leads Administration

I met with Nancy Bodenhorn to discuss possible members of the new Conflict Transformation Team, and she is currently pulling together a team that will help draft a charge for the team. She is also planning to take a UU Institute training on Right Relationships Teams to help them get started.

I met with the Connections Committee and discussed doing "Widening the Circle" training for greeters and other members of the congregation to help us become more welcoming to all people. We will be holding a Newcomers Orientation on November 11<sup>th</sup> and would like to have a board member attend.

Likewise, we discussed having a Visitors Table in Elarth on 3<sup>rd</sup> and 4<sup>th</sup> Sundays where people can meet for New to UUC conversations and to get a tour of the building.

The Committee on Ministries has begun soliciting input for my evaluation and looks forward to holding feedback circles on the Grounds Ministry this fall. We welcome George Lally to the committee.

The new Grounds Ministry co-chairs, Amanda Morgan and Valerie Bidwell, have gotten off to a great start and will be holding their first Sunday workday during/after the Second Sunday potluck. The annual Fall Put-the-Grounds-to-Bed workday will be on November 4<sup>th</sup>, and I encourage board members to participate.

It was a joy to welcome Ericka Kelly back from family leave. We have enjoyed having her son join us for staff meetings. In addition to her time in the office on Tuesdays, she will work two Sunday's a month at UUC. The other Sunday's and Thursday's she will work from home.

I look forward to our first Stewardship meeting this Sunday, with new chair Mary Ann Hansen leading us.

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

In addition to meeting with the Joseph Jordan Cluster of UU Religious Professionals (for which I serve as chaplain for the Blue Ridge mini-cluster), I was thrilled to attend the installation of my friend Rev. Sherman Z. Logan, Jr. as the new senior minister at First Unitarian Universalist Church in Richmond. Among the luminaries attending was Rev. Dr. Sofia Betancourt, UUA president.

I hosted the Blacksburg Refugee Partnership board (on which I serve) for a retreat meeting at UUC. I also hosted the Blacksburg Ministerial Association for our October meeting.

#### Time away from Blacksburg and UUC

October 16/17 in Charlottesville/Richmond for Joseph Jordan Cluster meeting

November 13-16 at The Mountain for a SEUUMA Retreat (Southeast UU Ministers Association)

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

### **October 5, 2023**

Excited to be back and am getting into the swing of things. Ann, as well as all the other helpers (Jamie, Pam, Rachel, and Lisa) did a very good job holding it all together in my absence. I'm so grateful for my time off to adjust to mom life.

**Communications:** Communications will be meeting in the near future to continue to discuss ways to improve the website and internal communications as well as our community outreach. Further discussions will be had regarding the evolution of the UUC newsletter.

**Admin Forms:** Forms were created for [announcement](#) and [rental/room reservation](#) before I left in July to better track these requests and they are working well.

**Pledge Updates:** As soon as I am caught up on Powerchurch pledge updates, I will send out emails, letting pledgers know where they are on their pledge up to this point in the year.

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

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

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

- **Registration Numbers:** Currently 53 families and 95 children have registered for 120 activity/positions in the 2023-24 year.
- **Programming:**
  - Children's RE is going well.
  - 8-9 OWL is still going strong, with great parent support providing snacks each week.
  - YRUU has a lot going on this month: A visit from NAMI to talk about mental health on the 8th, their first OOCE (Out of Church Experience) to Sinkland Farms on Friday the 13th, a visit with Rev. Pam on the 22nd, and a Halloween Party on the 29th. They have also decided to donate a dinner event to the Auction.
  - MSYG will be going to Sinkland Farms on October 20th.

### **Adult Programming:**

- Building Bridges for Adults--about 10 people visited Temple Emmanuel last month. This month we are studying Buddhism and will visit the Dharmapala Kadampa Buddhist Center on October 8.
- Young Adult OWL continues to go well.
- The Parent Covenant Group will meet on October 21.
- Sunday Circle: 9 people attended the September Sunday Circle (at 11:30)--the topic was social media and teens. 6 people attended the Oct. 1 (8:30)--the topic was supporting trans families. Voter's Rights will host the Sunday Circle on the 15th (11:30)

### **Other Programming:**

- October 29 will be our annual It's Scary to be Hungry food drive. Children will trick or treat congregants for food during the service, then we will collect outside South Main Kroger from 12-4pm.
- Sign ups for the Buddy Project start this month, with the Buddy Project beginning in November. Sign up to make a little Buddy!

**Other DLFD Activities:**

- I finished my first Renaissance Module (which will go toward credentialing) on System Theory. Learned a lot, and have been reading “Congregational Leadership in Anxious Times,” by Peter Steinke, also good.
- I met with the LFD Committee in September. We discussed our current programs, the tight scheduling and busy Sundays, my stress level, and expectations for volunteers in the classrooms. We will meet again in January.
- I failed to take Sunday morning off on September 24— too many things happened to conspire against it, but I vow to someday take a Sunday off....maybe.
- I will be gone October 11-16 at the LREDA (Liberal Religious Educators Association) conference in Milwaukee. While there, I will also take another Renaissance Module—this one on UU Identity.