

UUC Board Meeting Minutes — Approved

April 11, 2024

In attendance: Fred Piercy, Laura Robinson, Barbara Taylor, Beth McClellan, Wayne Neu, Rev. Pam Philips, Rami Steinruck (on Zoom)

Guests: Jane Mahone

Chalice Lighting, Reading, and Check-in

- Fred called the meeting to order at 7:00 pm. Beth offered a reading.

Report on Lay Pastoral Care Ministry: Jane Mahone

- Activities of the Lay Pastoral Care Ministry (LPCM) may include visiting congregants who are ill, supporting those going through major life transition, crisis, or bereavement, maintaining contact with those unable to attend UUC due to illness or disability, supporting family and friends who are involved in care-giving, among others. Associates are trained and supervised by the minister.
- Currently there are five associates. Jane serves as the facilitator.
- The team meets once a month, typically for 1.5 hrs. The meeting includes checking in with each associate on how it's going with the individual they are matched with. NOTE: the individual's identity is never revealed.
- Each associate is typically matched with one person, although this could vary in response to needs and associate's willingness.
- The question was asked as to how the Board can help. Jane replied that we can just inform them if we know of someone in need, although the person who needs help has to be the one to make the call. We can encourage the person, however.
- There is no set limit to meetings between the associate and the individual in need. Although meetings are open-ended, the intent should be that something can be resolved eventually.
- The team will have a table at the upcoming Activities Fair. Those who are interested in volunteering can fill out an application to work with the team. Suitable volunteers will be selected out of the pool of applicants.
- Additional points:
 - Rev. Pam can refer an individual to outside resources if needed.
 - The LPCM does not handle requests for food, a ride somewhere, etc. For these needs an individual can request assistance on the UUC Facebook page.
 - Several other groups are affiliated with the LPCM.
 - It was made clear that their work is much appreciated.

Approve Consent Agenda

- Barbara moved to approve the consent agenda and Wayne seconded. The Consent Agenda was approved unanimously.
- Reports included the following:
 - March Agenda

- Minister's Report
- Administrator's Report
- Director of Lifespan Faith Development's (DLFD) Report
- Previous Meeting Minutes
- Treasurer's Report
- A brief discussion of the Treasurer's Report ensued.
 - Our bank account has been decreasing a little due to 1) spending money on various approved projects; and 2) last year's pledging is coming in a little slower than usual.
 - There was a brief discussion of Temporary Restricted Net Assets.
 - A question arose about Vanguard: this statement doesn't include the end-of-month statement from Vanguard. Our money is mostly in the Money Market, with less in bonds and even less in stock. Therefore, the stock market doesn't affect our budget very much.
 - The Church Mutual insurance bill has increased, likely due to reassessment of our property going up. We have a total replacement policy. Church Mutual has dropped many churches in CA, FL etc., so we are lucky in that regard.

Old Business

Administrator position:

- Subsequent to the March Board Meeting, on March 16 the Board unanimously approved by email the letter of agreement to hire Bekah Parker as the new administrator.
- Administrator position update (Pam):
 - Bekah started on April 1. She and Erica are training; together, they have caught up with the work.
 - Tuesdays will be Bekah's long days at the UU (+ 2 Sundays a month).

Public witness statement on defending democracy update (Pam):

- Over 130 people attended the Defending Democracy event on March 28th. Only 20-30 were UUs. Some folks came from other regions of the state. It was well-publicized due to Dan Casey's articles in the Roanoke times.
- The Defending Democracy group is meeting every other week, and they are applying to be an official group.

Isabel Berney Award update:

- We need to set a deadline for nominations. We should publish the deadline a week from now – April 18.
- Who is going to make the selection? The IBA Committee will review nominations and bring a recommendation to the Board. The Board will consider the recommendation for approval.

Stewardship Campaign update (Pam):

- Pam updated the Board on current numbers.

- Stewards have been contacting members who have not yet pledged; they first contacted those who pledged last year, and now are contacting those who were not here last year.
- The Committee has done a fantastic job. Mary Ann's videos are amazing! (We reviewed her "Danish pastry thermometer" video with appreciation.)
- There will be a celebration for the Stewardship Committee on the last Sunday in April (28th), the same day as the Activities Fair.

Fencing update (Pam)

- Fenceposts are in the ground!

New Business

Use of funds budgeted for UUC Reproductive Justice Team (Wayne, Fred):

- The UUC Reproductive Justice Team asked if they could donate their current fiscal year budget to a local reproductive rights advocacy group (Our Bodies Our Choice, or OBOC). The money is in the operating budget for Social Justice (allotted \$1000 for the three groups); they are asking for 1/3 of this (~\$333) to go to OBOC.
- There was a general unease among the Board members to doing this because:
 - OBOC does not appear to be a 501(c)(3) (tax exempt) organization.
 - Our budget is meant to support our congregants, so there may be unintended consequences.
 - We have no precedent for this. Currently if money is not used, it goes back into the treasury (bank/Vanguard).
 - If OBOC is a 501(c)(3), we could do a half-plate to support it.
 - As an alternative, the Reproductive Justice Team asked to transfer their funds into the UUC Voting Rights group.
- We discussed and voted on the two-prong request. Fred moved and Margo seconded. The motion passed unanimously that:
 - We recommend that funds are not transferred to OBOC because of issues listed above.
 - We approve the second request (that the funds may be transferred to Voting Rights).

Newcomer Orientation for Saturday, April 27 (Fred):

- Fred is unable to attend.
- Margo volunteered to attend in his place.

Soliciting delegates for UUA General Assembly (Pam):

- GA will be June 20-23. This year it will all be on Zoom.
- We have 5 delegate spots and have money in the budget for registration fees.
- A delegate can just go to business meetings, or can sign up for the full event including workshops etc.
- Will be voting on Article II, so is a very important meeting.
- The Board has to approve delegates by our next board meeting.

- Pam will send out a note to ask for volunteers; also, should be included in whoever writes new message from board (see below).
- Wayne volunteered to be a delegate.

New Message from the Board on the website (Pam):

- Do we have a volunteer to write an April message from the Board?
- Rami volunteered.

Other:

- Laura volunteered to be in charge of the Board table at the Activities Fair on April 28. Margo and Beth can help.
- We need to arrange a Zoom meeting between the Board and the Finance Committee: Wednesday, May 8th at 6:00?

Did we abide by our covenant? Yes

Upcoming

- Next Board Meeting will be held on May 9, 2024
- Reading for the May Meeting will be by Barbara.

The meeting was adjourned at 8:21.

UUC Board Meeting Agenda

April 11, 2024

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.

7:00-7:15

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

7:15-7:45

Jane Mahone will discuss the work of the Lay Pastoral Care Ministry
Member Forum

7:45-7:50

Approve Consent Agenda

Minister's Report

Administrator's Report

Director of Lifespan Faith Development's (DLFD) Report

Previous Meeting Minutes

Treasurer's Report

7:50-8:20

Old Business

- Administrator position update (Pam)
- Public Witness Statement on Protecting Democracy update (Pam)
- Isabel Berney Award update (Margo, Wayne, Barbara)
- Stewardship Campaign update (Pam)
- Update on fencing

8:20-8:50

New Business

- Use of funds budgeted for UUC Reproductive Justice Team (Wayne, Fred)
- Newcomer Orientation for Saturday, April 27 (Fred)
- Soliciting delegates for UUA General Assembly (Pam)
- New Message from the Board on the website

8:50-9:00

Check-out - Did we abide by our covenant?

Upcoming

Next Board Meeting – May 9, 2024

Reading for May Meeting - ?

Leads Worship and Officiates Rites of Passage

Our March worship services focused on the value of Transformation. We had a fabulous Pledging Party service on March 17th that required an enormous amount of coordination and volunteer hours on the part of the Stewardship, Connections, Worship, Coffee, Piecemakers, the Men's and Women's Breakfast Groups, the Women's Lunch Group and the Choir. We had 130 people in the room and 31 computers online. The overall opinion is that we should have this kind of service again. We also had a service devoted to Conflict Transformation that included the participation of Nancy Bodenhorn and Molly Lazar from the Right Relations Team and an Easter service that acknowledged Transgender Day of Visibility with an excellent testimonial from Adam Magee. Our theme in April is Interdependence.

Provides Pastoral Care and Presence

In addition to meeting with the Surviving Spouses and Sages group, I've had pastoral meetings in the office, at health care facilities, at people's homes, and via email. The Lay Pastoral Care Ministry members have been busy supporting congregants. I'm especially grateful for support given some congregants who were at a hospital in another state; the UU minister there connected me to UU chaplains who were able to visit.

Encourages Spiritual Development for Self and Others

The four-session workshop on Article II hasn't started because two of the three people who signed up couldn't attend the first session. If there is not more interest in this class, we will cancel it. I will encourage anyone planning to attend UUA GA to [register here](#).

Witnesses to Social Justice in the Public Square

We had over 130 people at UUC for the Defending Democracy event on March 28th, thanks in part to the article that Dan Casey wrote in the Roanoke Times. Thanks to organizers Jim Bohland, Bob Stimson, Mark Benson, Sara Dalton, and Jamie McReynolds for all their efforts. Dan Casey wrote a follow-up article after the event, and we have heard from UU's and others from across the state.

Leads Administration

We are onboarding the new administrator, Bekah Parker. Ericka will train her through the month of April. I introduced Bekah to the congregation on Sunday, and she has met with the Communications and Stewardship committees already.

The Stewardship pledge drive is nearly over. The Pledging Party was very successful in getting people excited and pledging. As of this moment, we have 147 pledges for \$333,098, which is 87.89% of the way toward our goal of \$379,000. We have 12 stewards making contact with people in the congregation who have not yet pledged, and I am hopeful that we will meet our goal. One of the highlights of the campaign in addition to the brunch service has been the extraordinary videos the committee created to inform the congregation about stewardship. They have been funny and informative.

We had a very well attended AED/CPR training on March 23rd, with over fifty people in attendance, and because we met the 35 participant goal, we've received a free AED device. I'm ordering a cabinet and wall sign, and the safety committee will be meeting to decide where to mount it. Thanks go to all who came for the training, and especially to Paula Markham for making it possible..

The Committee on Ministries is finalizing their report on the data from Feedback Groups on the Grounds Ministry.

The Grounds Committee is now under the capable leadership of Jim Flowers, so I didn't attend their

meeting this month.

Rachel Craine and I have discussed having an “activities fair” after the service, and it makes sense to hold it on the last Sunday in April. Because we’ve had so many new folks come to services, we would like them to have the opportunity to learn more about the different committees and groups. I’m contacting leaders to ask them to have a sign and some snacks to put on tables in Elarth after the service. It would be good for the Board to have a table.

The Connections Committee is having a Newcomers’ Orientation on April 27th, and I’m looking forward to getting to know some of the new folks.

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

I continue to meet with the Blacksburg Ministerial Association, UU religious professionals, the NAACP Religious Affairs committee, and the Interfaith Book group.

I attended the SEUUMA (Southeast UU Ministerial Association) Spring Retreat virtually the first week of April and was elected to a two-year term as the president of the chapter.

This month I will be writing a final evaluation for our ministerial intern, Anna Tulou. I’ll be meeting with the ordination committee this Sunday and am excited that our former minister in Charlottesville, Rev. Erik Walker Wikstrom, will be delivering the sermon. I’m delighted that Anna has accepted a position as Assistant Minister at First Unitarian Universalist Church of Richmond, Virginia.

Time away from Blacksburg and UUC

April 15-16th – Charlottesville/Richmond for Joseph Jordan Cluster meeting

June – August Sabbatical

Administrator's Report to the Board

April 7, 2024

Departure and new administrator: My last day in office will be April 28th. I have been working closely with Bekah to pass over the procedures and files needed for the job. Bekah has been a joy to work with and I expect a smooth transition at the end of the month. This has been a cherished experience for me and I am grateful to everyone at UUC for their support and encouragement both as I arrived and as I depart.

Stewardship Update: I went to the stewardship meeting at the beginning of the month and discussed pledge thank you cards that will need to be made for the end of this year's stewardship campaign. Rev Pam and I have been working together to get pledges recorded.

ComCom Committee: met with the communications committee this month about the t-shirt contest and how we are going to move forward. A few ideas/designs were selected and we will work this month to turn the ideas into usable designs for a t shirt. Also introduced the group to new administrator, Bekah.

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

DLFD Report to the Board – April 2024

Children and Youth Programs:

- **Registration Numbers:** Currently 61 families and 107 children have registered for 132 activity/positions in the 2023-24 year.
- **Programming:**
 - Children's RE is going well.
 - YRUU—has had a small but dedicated group of attendees this semester. They will be planning the bridging service for 3 of our seniors on May 12.
 - MSYG will be meeting at shadow lake for a game night this month.

Adult Programming:

- Building Bridges for Adults—will be studying religions of the 1800's and cults this week, followed by sessions on atheism and humanism.
- OWL for older adults continues to be well attended, with lots of positive feedback.
- Parent Covenant Group—will continue to meet on 3rd Fridays this year.
- Sunday Circle: ?? people attended the March 17 Sunday Circle (at 11:30) on Scotland and Norway, and 6 people attended the April 7 (8:30) presentation on Creativity with Mindy Quigley.
- 2 new adult classes begin this month—Mindfulness with Jamie and Spiritual Reflection on Article II with Pam.

Other DLFD Activities:

- The playground fencing has begun, with posts being placed and set this week. Hopefully work will be completed next week.
- I have been out sick since April 3—working some from home. Probably taking most of my sick days this month, though ☺
- Teacher recruitment for summer and fall have begun.
- I applied to enter the RE credentialing program, with the goal of being credentialed at the Advanced level by spring of 2027.

Important Dates for RE:

May 12—YRUU Bridging Service

May 19—Teacher appreciation/ice cream social

May 26—no RE

June 2-Aug 4—Summer RE

Aug. 11—No RE

(Aug 13—MCPS starts)

Aug. 18—RE starts for 2024-5 year