

Unitarian Universalist Congregation
Board Meeting Minutes
March 13, 2014

Present: Board members Laureen Blakemore, Linda Powers, Ann Norris, Margo Walter, Kristine Reid, Beth Lyman, David Burr, Glenn Skutt; ex officio members Dara Olandt, Lisa Evanylo, Karen Hager; UUC members Frank DuPont, Marilyn DuPont, and George Lally

Ann provided the reading, the chalice was lit, and all read the Board covenant together. Dara invited all to share something around our monthly theme of awakening. Beth served as Process Observer.

I. **Agenda** – David moved to accept the amended agenda. The motion carried unanimously.

II. **Old business**

A. **Auction date** – the possible dates are Oct. 25 and Nov. 8.

B. **CRR recommendations update** – Glenn reviewed what has been accomplished to date, and what is still needed including a policy for hiring congregants (Board) and policy regarding the playground (Playground Committee). When the work is done, Glenn will put the results on the Board kiosk and write an article for the newsletter.

Karen noted that LFDC referred the following back to the Board as it should not be under the direction of LFDC and that “UUC-specific” examples would be more appropriate.
Recommendation #2: Parent orientation to right relations, a. Policy – Consider including RE-specific examples of how right relations are “practiced.”

A job description for the Playground Committee is needed.

III. **Staff Reports**

A. **Minister’s report**

1. **Get-to-know UUC** – this Sunday following service. Glenn and Margo will be there.
2. **Newcomers’ potluck** – March 29. Board members are welcome. Laureen will be attending.
3. **Vacation** – April 27- May 4 was approved by the Board.
4. **Meditation session** – 13 attended the first session.
5. **Membership** – the official certification to the UUA was 210. Two new members signed the book this past week.
6. **Sex Abuse Prevention Taskforce** – Dara is reforming this group and will share more in the future. Send recommendations for members to Dara. Karen and the CoM have made recommendations.
7. **“Aspects of the self” exhibit** – Dara was asked to speak on this exhibit at the Center for the Arts at VT on March 31 at 7 or 7:20 PM.

B. **Administrator’s report**

1. **Possible bylaws change** – do we want to propose a change allowing for email announcements in lieu of paper for upcoming congregational meetings? The Board prefers paper copies and suggested that printed copies of the letter in addressed envelopes be available in the lobby for 3 weeks. Those that are not picked up can then be mailed. An email can also be sent to provide another option.

C. **DLFD Report**

1. **OWL** – Tim Pickering and Jennifer Mercier have been chosen as adult OWL teachers. They along with Johnny McCord will be going to Raleigh for training. A K-1 OWL teacher is still needed, preferably male. However, due to the difficulty of finding a male volunteer, females will now be asked.

2. **Adult movie night** – the survey showed that people prefer multi-generational movies. Friday night, *Jesus Camp* will be shown. Next month, the date has been changed to April 4 due to Easter, and *Gravity* will be shown. *Gasland* will also be shown in coordination with the Sierra Club.

3. **LFDC policy manual** – will be finalized the first week in April and then sent to all LFD committees, Dara, Church Mutual, and the Safety Committee for comments. The Board will have an advance copy. See Karen's report for full timeline with Board approval on May 8.

IV. **Consent Agenda** - Margo moved to accept and approve last month's minutes. The motion carried unanimously.

V. **Treasurer's report** – attached. Note that the percentage of pledge payments to date has fallen below the percentage of the fiscal year to date.

A. **Finance Committee (FC)** – we have earned \$640 from Amazon sales to date. The committee worked on the proposed budget for 2014-15, attached. The Board discussed changing Stewardship so that it continues until the requested pledge total is met rather than adjusting the budget downward based on the pledge total, as needed. Monte Hager, Pat Traynor and Linda are meeting on Monday to discuss the budget in this new light. Dara suggested including a budget narrative alongside each line item by way of explanation. Linda will work on this.

VI. **Member's forum** – anyone can address the Board for up to 3 minutes. Debate is not permitted, but one can ask for clarification.

A. **Frank DuPont** – Frank noted that the Board took on the task of discussing whether members can also be staff. However, this should be sent to a committee (Personnel) and council to determine if it should even be considered or not. Next month, the Board should discuss whether or not to send this to Personnel.

VII. **Council Reports**

- A. **Facilities Council** – no report
- B. **Fellowship & Governance Council** – no report
- C. **Finance & Administration Council** – no report
- D. **LFD Council** – the council submitted 3 proposed changes to the P&P Manual, Part II for approval.

1. **H. Ad Hoc Committees and Activity Tasks Leaders** – approve addition of words in bold.

*From time to time the Board **or a Council** may appoint ad hoc committees and task leaders to research, perform or oversee special projects. These groups will be established, directed and dissolved by the Board **or Council**. Ideally committees are comprised of two or more people who meet on a regular basis to plan activities that address broad areas of congregational need. Task groups focus on addressing a finite task, recruit people to carry out that task and meet occasionally or never. Tasks may be carried out by one person or a group.*

2. **Approval of OWL Committee charge** – see below (#4) for new charge.

3. **A. Lifelong Learning** – replace current wording with:

A. Lifespan Faith Development

Lifespan Faith Development (LFD) programs are administered by the Director of Lifespan Faith Development (DLFD), who is supervised by the minister, reports to the Board, and is overseen by the Lifespan Faith Development Council. Further staff support is provided by the LFD Assistant, who reports to the DLFD.

1. Lifespan Faith Development Council

The Lifespan Faith Development Council (LFDC) oversees all committee work. Membership is comprised of:

- Chair of Children's Religious Education Committee, or designate*
- Chair of Youth Adult Committee, or designate*
- Chair of Our Whole Lives Committee, or designate*
- Chair of Adult Religious Education Committee, or designate*
- Director of Lifespan Faith Development*

The above members have voting rights, at one vote per member. The Board Liaison and Minister are ex officio members of LFDC and do not have voting rights.

LFDC serves mainly to oversee all LFD policies, and to facilitate communication between the committees. Each committee is responsible for developing appropriate processes in enacting policies, and for interpretation of each policy, appropriate usage and potential consequences. Although decisions reside within each committee, the LFDC has oversight and may, with a majority vote, override any committee decision. Further oversight is provided by the Board.

2. Children's Religious Education Committee

The Executive Board of Unitarian Universalist Congregation (UUC) empowers the Children's Religious Education Committee (CREC) to work with the Director of Lifespan Faith Development (DLFD) to provide a strong UU base and to nurture and support the diverse religious journeys of our children. The committee is responsible for children in the UUC Religious Education (RE) program, from the Nursery through 8th grade; and for youth in grades 9-12 serving as Teen Assistants in RE classes.

The CREC is composed of a chair, 5-6 members, and the DLFD. Committee members are recruited to fill specific portfolio needs; the qualifications required will depend on the portfolio. The committee selects the chairperson.

A separate group, the Middle School Youth Group (MSYG), operates within the CREC budget and is staffed by adult, background-checked, youth advisors. A liaison to this group is also appointed within the CREC.

In addition to the standard components of the RE program, the CREC assumes responsibility for the physical surroundings of the downstairs RE space, the Nursery, and any other space within the church that has been assigned for RE classroom use. The committee must ensure that all physical components are acceptable and age-appropriate for the children occupying these spaces; the downstairs space must also be kept in a manner acceptable to our paying tenant, The Children's Garden.

Committee members are requested to serve for a three-year term. As a member's term nears completion, new members are recruited to fill portfolio needs.

3. Youth Adult Committee

The Executive Board of Unitarian Universalist Congregation (UUC) empowers the Youth Adult Committee (YAC) to work with the Director of Lifespan Faith Development (DLFD) to provide a strong UU base and to nurture and support the diverse religious journeys of our high school youth. The committee is responsible for youth in the Young Religious Unitarian Universalists (YRUU) program, from grades 9-12.

The YAC is composed of both an adult chair and a youth chair; a minimum of one male adult and one female adult advisor; 5-6 youth members; and the DLFD. Committee members are recruited to fill specific committee needs; the qualifications required will depend on the need. The committee selects the chairperson.

YRUU operates within the YAC budget and is staffed by adult, background-checked, youth advisors. YRUU advisors are welcome to attend YAC meetings but are not voting members of YAC.

Adult committee members are requested to serve for a three-year term. Youth membership will rotate annually among interested juniors and seniors. As a member's term nears completion, new members are recruited to fill committee needs. YAC always maintains a youth majority within its membership.

4. Our Whole Lives Committee

The Executive Board of Unitarian Universalist Congregation (UUC) empowers the Our Whole Lives committee (OWL) to work with the Director of Lifespan Faith Development (DLFD) to provide age-appropriate sexuality education to all ages at UUC.

OWL is composed of a chair, 3-4 members, and the DLFD. At least one committee member will be an OWL-trained facilitator. Committee members are recruited to fill specific portfolio needs; the qualifications required will depend on the portfolio. The committee selects the chairperson.

Committee members are requested to serve for a three-year term. As a member's term nears completion, new members are recruited to fill portfolio needs.

5. Adult Religious Education Committee

The Executive Board of the Unitarian Universalist Congregation (UUC) empowers the Adult Religious Education Committee (AREC), with direction from the Director of Lifespan Faith Development (DLFD), to provide classes, activities, and events to nurture the diverse spiritual journeys of UUC congregants age 18 years and older.

The AREC is composed of a chair, 5-6 members, the DLFD, and the Minister. The LFD Board Liaison serves as an ex officio, non-voting, member, as well. The chair, or alternate designated by the committee, also serves as a member of the Lifespan Faith Development Council (LFDC).

Committee members are recruited to fill specific portfolio needs; the qualifications required will depend on the portfolio. The committee selects the chairperson.

A three-year term is suggested for committee members. As a member's term nears completion, the committee recruits new members to fill portfolio needs.

E. Membership Council – no report

E. Pastoral Services Council –

F. Social Action Council – no report

G. Worship Opportunities Council – Dara reported that there is now a wonderful group of 8-9 Worship Associates. A training session was held last Saturday. The WA will be celebrated at a future service.

VIII. Action items

A. Approval of LFDC proposals

1. Ann moved to approve changes to H. Ad Hoc Committees and Activity Tasks Leaders. The motion carried unanimously.

2. Kristine moved to approve the OWL Committee charge. The motion carried unanimously.

3. David moved to approve the replacement of the old language for Lifelong Learning with the currently approved charges including the changes proposed by Kristine. The motion carried unanimously.

B. Ratification of email votes

1. Changes to P&P Manual Part III, Section III: Employment Policies and Practices (changes in bold) as put forth by the Personnel Committee

A. Equal Employment Opportunity

*The Executive Board affirms its commitment to equal employment opportunities for all individuals. Decisions about recruiting, hiring, training, and promotions, compensation, benefits, and all similar employment decisions must be made in compliance with all federal, state and local laws and without regard to race, color, religion, sex, national origin, age, disability, sexual orientation, **gender identity, even if they are not covered by current or future legal mandates**, or any other classification protected by law....*

B. Harassment

*The Executive Board prohibits conduct that shows hostility or an aversion toward an individual because of his or her race, color, religion, sex, national origin, age, disability, **sexual orientation, gender identity, even if they are not covered by current or future legal mandates**, or any other classification protected by law,*

Via email, Beth moved to approve. The motion carried unanimously.

2. Donation of lights to illuminate entrance sign

Via email, Margo moved to accept a donation of \$47.50 each from Carl Pfeiffer and Barbara Taylor to pay for lighting of our entrance sign. The motion carried unanimously.

3. Donation from Arthur Cennamo

Via email, Margo moved to accept the donation of \$360 from Arthur Cennamo for the playground. The motion carried unanimously.

C. Approve Delegates to GA – Marilyn DuPont (Denominational Affairs chair) submitted a proposal that Margo Walter, Chris Walter, Beth Lyman, George Lally and Frank DuPont be approved as delegates to GA. Linda moved that we reimburse each delegate \$335 for registration noting that Frank is not asking for reimbursement. The motion carried unanimously. Margo will receive a \$100 refund from the UUA as incoming president. Ann moved to approve the 5 delegates. The motion carried unanimously.

There is a regional assembly in Raleigh, April 25-27.

D. P&P changes regarding CoM – see attached.

The CoM proposes that the following replace the current language of Part I, Section III. Committees of the Board:

E. The Committee on Ministries

The Committee on Ministries (COM) is a Committee of the Board that reviews and supports the various ministries of the Congregation, with the intention of strengthening the health and wellbeing of the congregation as a whole system.

The COM is charged with considering how the congregation is living into its vision and mission in the world and creating opportunities for strengthening communication in the life of the congregation.

The COM is composed of six members, each serving 2 years. Rotation shall be one or two members per year. In case of vacancies the Minister and President shall bring names to the Board equal to the number of vacancies for Board approval.

The COM will serve the following functions:

Aid the Minister by being available for counsel Keep the Minister advised of conditions within the congregation as they affect relationships between the Minister and members Address conflicts raised among members/friends or between the Minister and a member/friend Interpret to the Congregation the nature and scope of the work of the Minister, including clarification of role expectations and realistic priorities Submit an annual compensation recommendation of the Minister to the Finance Committee and Board Support the Minister's planning for continuing education and other professional development Conduct comprehensive assessments of the Congregation every 3-5 years Attain feedback from congregants to proactively reflect upon and support the shared-ministries of the congregation (including Religious Education, Social Justice, YRUU, Membership/Connections and Small Group Ministries, etc.)

Karen stated that policy is needed in the personnel policy stating the procedure to follow if a staff member has a problem with a congregant.

David moved to approve the proposed language. The motion carried unanimously.

E. Setting of auction date – Margo moved to approve November 8 as the auction date. The motion carried unanimously. Richard Hammer will again serve as chair.

F. Insurance for Board – see attached for info on coverage. Kristine moved to purchase insurance for the Board. The vote is tabled until Lauren checks with Peer Segelke (lawyer) on whether UUC is considered a corporation, even though we never applied for it, as we have a board and act as a corporation. If we are considered a corporation, then the Board doesn't require insurance as the corporation would be sued.

IX. New Business

A. Board brainstorming session – the Board was poorly represented at the YRUU coffeehouse and other events. How can the Board be more visible to encourage communication?

- Attend potlucks
- Wear identifiable nametags
- At each event, introduce present Board members to welcome all
- Administrator sends email to board@uucnrv.org to remind all to attend. Board members reply to all if going.

B. Board's role in stewardship – see 2 handouts from Dara, attached.

- At stewardship service on April 6, Board members stand up with pledge cards and lead parade of pledges.
- Board member sits at each table – card on table reserves seat.
- Board members serve as ambassadors by talking about stewardship ahead of time.
- Reply with enthusiasm to Evite.

C. Budget - the suggestion was made to create a budget that does not rely on fundraising such as the auction. Another suggestion was made to set up a Capital Fund for future building repairs and to hold a pledge drive to help repay member loans.

D. Date for budget review - Lauren will send out a doodle poll to find a time.

E. Parliamentary resignation – Frank DuPont resigned as Parliamentarian. He was presented with a book signed by all to thank him for his service.

F. Status of Fellowship & Governance Council and Strategic Planning (SP) – see report. There are 2 parts to Strategic Planning: Long Range Planning which follows programs

and another part that maintains and monitors the governance structure. Frank stated that SP is on hiatus while the Vision/Mission process is developed, so that SP can adapt planning to the programs and priorities of the Congregation and the Board. SP is driven by the Board, addresses goals, missions and visions, and develops strategies to get there. Currently SP doesn't have enough members (several people have expressed interest), and no Congregational goals have been set. It will need to be reactivated with possibly a new charge. Glenn will contact Darrel Clowes, SP chair, with names of interested people and will bring Frank's recommendations.

LRP takes in capital improvements, etc. A Governance committee is needed to work on maintaining and adapting the organizational/governance structure.

Time will be made at the next meeting to discuss this.

G. Building chair needed – as no one has been found to chair the committee, it will be added to the volunteer area of the pledge form. Let Lauren know of people to ask.

H. Review CoM recommendations for CRT ad CRR next iterations – the report from Dara was not received by the Board and so will be tabled until April

IX. Information Items

A. March timeline check list – all is in order.

B. 25th annual "Take back the night" at VT – Lauren requests that there be a UUC presence. The event on March 27 starts at 6:30 PM on Henderson Lawn.

X. Process Observer – Beth gave a report on the meeting. The meeting was very long and some discussions ran over allotted time. We got off track at times.

XII. Next meeting – April 10 at 6:30 PM. David will provide the reading, Lisa the refreshments, and Glenn will serve as Process Observer.

Dara provided the closing.

ACTION ITEMS:

Glenn – continue to work on CRR recommendations file, contact Darrel Clowes, SP chair, with names of interested people and bring Frank's recommendations.

All – send names to Dara for Sex Abuse Prevention Taskforce, and to Lauren with Building Committee chair suggestions

Linda - include a budget narrative alongside each line item in proposed budget

Lauren – send doodle poll for budget review

Dara – send CoM recommendations for CRT and CRR next iterations

AGENDA ITEMS:

Should members serving as staff or not be sent to Personnel Committee for consideration?

SP & LRP

Review CoM recommendations for CRT ad CRR next iterations

Recusal of volunteers

Lisa Evanylo, Administrator

UUC BOARD MEETING AGENDA
Thursday, March 13 2014, 6:00 pm

6:00 – 6:15	First Time Period Chalice Lighting & Reading- Ann Reading of Board Covenant Check-in and offering- Rev. Dara Process Observer- Beth	15 Minutes
6:15 – 6:20	Review and Accept Agenda	5 minutes
6:20 – 6:40	Old Business Auction update- Linda CRR recommendation update- Glenn	20 minutes
6:40-6:50	Minister & Staff Reports Minister's Reports Administrator's Reports DLFD's Reports	10 minutes
6:50 – 6:55	Consent Agenda Previous Board Meeting Minutes	1-5 minutes
6:55- 7:15	Treasurer's Report	20 minutes
7:15 –7:45	Members Forum Members are invited to address the Board. Please keep your comments to 3 minutes	15 minutes
7:45 – 7:55	Council Reports Facilities Council Fellowship & Governance Council Finance & Administration Council Lifespan Faith Development Council Membership Council Pastoral Service Council Social Action Council Worship Opportunities Council	10 minutes
7:55 – 8:05	Break Refreshments by Kristine Reid	10 minutes
8:15 – 8:25	Action Items Ratify email votes: Equal Employment Opportunity policy change Donation of lights to illuminate sign \$360 gift for the playground from Arthur Cenamo. Approve General Assembly Delegate Candidates- Proposal from Marilyn DuPont P&P changes regarding CoM	10 minutes
8:25 - 8:45	New Business Board brainstorm session- Visibility- supporting congregational events Role of the Board in Stewardship Budget- create a budget which does not rely on other fundraising such as Auction Set date for Budget review Resignation of Frank DuPont as Parliamentarian, Celebrating Frank's Service Status of Fellowship & Governance Council & Strategic Planning Building Chair & Long Range Planning Committee- needed Review CoM recommendations for CRT & CRR next iterations	20 minutes
8:45 – 8:50	Information Items March Time Line check list	5 minutes
8:55 - 9:05	Process Observer Report Back	10 minutes
9:05 –9:05	Reading, Refreshments & Process Observer for next meeting	5 minutes
Closing-	Rev Dara	

Report to the Board, March 2014
Rev. Dara Olandt, Minister, UUC

KEY DATES:

March 11 & 25th 7-9pm – Rev. Dara leading Meditation Class

March 16th – Rev. Dara’s monthly Sunday out the pulpit, Rev. Jennifer Owen-Quill guest preaching

March 14-16th – Rev. Dara at the UU Congregation of Morristown NJ promoting UU Jewish Voices book at the UU Jewish Voices Gathering. Dara will be leading one workshop and preaching at this event.

March 29th - 6:30pm Newcomers Potluck - *Board members welcome!*

March 31st – 7pm/7:20pm Rev. Dara invited to present as speaker for the “Aspects of the Self” exhibit at the Center for the Arts at Virginia Tech

April 9th – Stewardship Brunch, Service & Celebration

April 12th – Newcomer Saturday Session 1-4pm

April 27th - May 4th – Rev. Dara *VACATION*

Pending approval of the Board, Rev. Dara will take 5 days of vacation between April 27th – May 4th.

WORSHIP THEME THIS MONTH:

“Awakening”

MEMBERSHIP UPDATE:

UUC’s current membership is certified to the UUA at 210 members!

WORSHIP LIFE

The first Worship Associates Training and Orientation will take place from 1-4pm after service on Sunday, March 9th with a robust group of Worship Associates.

DESERT PARTIES/REFLECTION SESSIONS:

Reflection Sessions run Feb. 28th – March 15th.

Have been well attended: one session in Floyd was cancelled due to lack of participants, yet one session in Blacksburg was added due to interest.

Next Steps: CoM will be synthesizing notes and reflections at March CoM meeting.

CONGREGATIONAL ADMIN & CONGREGATIONAL LIFE

Rev. Dara continues to meet on consistent basis with Staff, Board, CoM, Stewardship, Worship Services Committee, Lay Pastoral Care, and Connections, to meet with Finance and other committees of UUC as needed. Rev. Dara frequently sees individuals of the congregation in 1:1 pastoral visits at homes and in office.

SOCIAL JUSTICE

- Rev. Dara supporting UUC's Social Justice/CBCO group as this group gets up and going.
- In February, approached by Rev. Robin Gorseline of People of Faith for Equality for VA to initiate a Marriage Equality public action that was postponed due to weather. Now, presently in conversation with People of Faith for Equality in VA regarding a reschedule date, possibly for spring.

(RE)FORMING SEX ABUSE PREVENTION TASKFORCE

Current UUC policies specify the existence of a taskforce, which we currently do not have. Met this month with Board member Ann Norris to begin forming taskforce. Identifying potential members this month, with aim to assemble first meeting in mid-April. Potential names for members collecting from Minister, Board, CoM and DLFD. Taskforce will meet 4 times per year (once per season) for education/reflection and is available to meet more consistently when relevant issues arise which call for the work of the taskforce. Terms of service: TBD.

PERSONAL REFLECTION ON UUA BOSTON MINISTER'S GATHERING

I enjoyed attending the UUA Minister's Gathering in Boston recently. This was the last time such a meeting will be held at the historic "25 Beacon St." address of our UUA. The UUA is relocating across town to a new address. I joined with about 40 ministers to reflect on ministry and to interface with the UUA. Content of the gathering focused mainly on ministry resources from the work of Parker Palmer, a Quaker teacher whose work focuses on listening deeply and building communities that foster spiritual growth and development through the power and practices of listening.

Administrator's Report to the Board – Lisa Evanylo

March 13, 2014

Insurance Coverage (from last month): Dick Bauman and I met with Rick Banks, our rep from Church Mutual, to discuss our coverage for the coming year. At this time, we do have coverage for the 3 Trustees but not for the Board. I am including the proposal for Board coverage at a cost of \$175/year. While our coverage renews in early March, this coverage can be added at any time. Please look it over and let me know of any questions you may have regarding this policy.

Bylaws change suggestion: Currently in Article V. Congregational Meetings, C. Notice and Information it is written:

1. The Executive Board shall publicize the time, date, and purpose of any Congregational Meeting by mailing a notice at Congregation expense to all members at least two weeks in advance of the meeting date.

At one time, it was suggested that now that we have PowerChurch and can easily email this announcement to members, that we amend the bylaws to say that the meeting is publicized by mailing **or** emailing a notice. This would allow us either option. If we did use email and members weren't happy about it, we wouldn't need to amend the bylaws again to go back to using paper.

Getting Rid of Canopy: Joe Parrish and I decided we should get rid of a large plastic canopy that someone donated several years ago which we have never used, nor do I ever see us using it. It's big enough to cover a car and is very heavy and not easy to put together. Also takes up a lot of space. So if I don't hear from anyone wanting to keep it, it goes away.

Steppin' Out: We have been accepted to host a booth at Steppin' Out in August. The cost was \$50.

Attendance chart: [see file](#).

DLFD Report to the Board – March 2014

Submitted by Karen Hager, Director of Lifespan Faith Development

Registration Numbers

- CYRE: 141 (unique children and youth)

LFD Council

- LFDC submits changes to UUC P&P Part II for approval. See LFDC report.
- Work continues on a comprehensive LFD policy manual. The anticipated timeline:
 - April 8: submitted to all LFD committees, Safety Committee, Church Mutual, Minister for comments; advance copy submitted to Board to review; may be submitted to lawyer at Board President's discretion
 - April 15: changes from above incorporated; manual placed online for review; announcement to congregation via email and OOS that comments are being accepted at lfdc@uucnr.org for two weeks.
 - April 27: LFDC holds a comment session for interested congregants after the service
 - April 30: Congregational comments close. LFDC makes final changes.
 - May 1: LFDC submits final manual to Board for approval; executive summary of any changes made to advance copy will be provided.
 - May 8: Board is asked to approve manual
 - LFDC reserves the right to amend this timeline without prior notice.

Children's Religious Education Committee (CREC)

- Toy drive count is not finalized, but we estimate around 250 toys and books were collected.
- HSMC toy drive has begun.
- Summer recruitment has begun. The theme for the Summer RE program for K-5 will be Sunday Arts. PreK will have their own Sunday Funday program.
- The rescheduled LFD Volunteer Childcare event will be held March 15.

Youth Adult Committee (YAC)

- YAC and YRUU continue to fundraise for the upcoming Mountain Con in April with bake sales after the service.

Adult Religious Education Committee (AREC)

- AREC is sponsoring a multi-generational showing of *Jesus Camp* in March.
- AREC plans to sponsor a multi-generational showing of *Gravity* in April.
- AREC is pleased to co-sponsor a showing of *Gasland* in April with the Sierra Club, provided details can be worked out between all parties. If this moves forward, it will be promoted to the NRV community.

OWL Committee (OWL)

- OWL 8-9 finishes this month with a lock-in.
- Adult OWL teachers for 2014-15 have been recruited. We received multiple applications for both positions.
- We are still seeking 1 male OWL teacher for K-1 for 2014-15.
- OWL training is being held at the end of this month in Raleigh. We are trying to send as many future teachers as possible to this training, as it is rarely held this close to Blacksburg.

Report from Lifespan Faith Development Council
March, 2014

LFDC submits the following changes to the UUC P&P Part II for Board approval. Text in blue signifies current policy language.

From the UUC Policies & Procedures Manual, Part II, Organizational Structure: Officers, Committees, Activity Leaders, and Support Personnel

Page 16:

H. Ad Hoc Committees and Activity Tasks Leaders

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Board Action: approve addition of words in black to policy to allow Councils to appoint ad hoc committees.

Pages 17-21

Replaces:

A. Lifelong Learning

1. Religious Education for Children (nursery thru 8th grade)
 - a) Nursery
 - b) RE (Religious Education) Committee
2. Middle School Youth Group
3. High School Youth Programs (9th – 12th grade) – YAC (Youth Adult Committee)
4. YRUU (Young Religious UU's)
5. Adult Enrichment
6. Sunday Circle Committee

This section should be replaced with the following:

A. Lifespan Faith Development

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Committee members are requested to serve for a three-year term. As a member's term nears completion, new members are recruited to fill portfolio needs.

3. Youth Adult Committee

The Executive Board of Unitarian Universalist Congregation (UUC) empowers the Youth Adult Committee (YAC) to work with the Director of Lifespan Faith Development (DLFD) to provide a strong UU base and to nurture and support the diverse religious journeys of our high school youth. The committee is responsible for youth in the Young Religious Unitarian Universalists (YRUU) program, from grades 9-12.

The YAC is composed of both an adult chair and a youth chair; a minimum of one male adult and one female adult advisor; 5-6 youth members; and the DLFD. Committee members are recruited to fill specific committee needs; the qualifications required will depend on the need. The committee selects the chairperson.

YRUU operates within the YAC budget and is staffed by adult, background-checked, youth advisors. YRUU advisors are welcome to attend YAC meetings but are not voting members of YAC.

Adult committee members are requested to serve for a three-year term. Youth membership will rotate annually among interested juniors and seniors. As a member's term nears completion, new members are recruited to fill committee needs. YAC always maintains a youth majority within its membership.

4. Our Whole Lives Committee

The Executive Board of Unitarian Universalist Congregation (UUC) empowers the Our Whole Lives committee (OWL) to work with the Director of Lifespan Faith Development (DLFD) to provide age-appropriate sexuality education to all ages at UUC.

OWL is composed of a chair, 3-4 members, and the DLFD. At least one committee member will be an OWL-trained facilitator. Committee members are recruited to fill specific portfolio needs; the qualifications required will depend on the portfolio. The committee selects the chairperson.

Committee members are requested to serve for a three-year term. As a member's term nears completion, new members are recruited to fill portfolio needs.

5. Adult Religious Education Committee

The Executive Board of the Unitarian Universalist Congregation (UUC) empowers the Adult Religious Education Committee (AREC), with direction from the Director of Lifespan Faith Development (DLFD), to provide classes, activities, and events to nurture the diverse spiritual journeys of UUC congregants age 18 years and older.

The AREC is composed of a chair, 5-6 members, the DLFD, and the Minister. The LFD Board Liaison serves as an ex officio, non-voting, member, as well. The chair, or alternate designated by the committee, also serves as a member of the Lifespan Faith Development Council (LFDC).

Committee members are recruited to fill specific portfolio needs; the qualifications required will depend on the portfolio. The committee selects the chairperson.

A three-year term is suggested for committee members. As a member's term nears completion, the committee recruits new members to fill portfolio needs.

Board Action: With the exception of the OWL Committee charge, all charges have previously received Board approval. LFDC requests that the section referenced above be replaced with our Board approved charges, and that approval be given for the OWL Committee charge.