

**Unitarian Universalist Congregation**  
**Board Meeting Minutes**  
**March 10, 2015**

**Present:** Board members Linda Powers, Margo Walter, Tim Pickering, Ann Norris, Bill Baker, Lauren Blakemore, Beth Lyman; ex officio members Dara Olandt, Karen Hager and Lisa Evanylo.

Tim lit the chalice (no reading), and all checked in. Beth served as Process Observer.

I. **Agenda** – Bill moved to accept the amended agenda.

II. **Old business**

A. **Update on Children’s Garden (CG)** – the CG recently announced that it will be leasing space and opening in the fall at Tried Stone Christian Center in Blacksburg. Margo sent an email of congratulations. The info meeting on the CG has been rescheduled for March 22 following the service and will include info on the financial impact due to the loss of rent. Linda will email a report to the Board on the financial impact prior to the meeting so all will have the same information.

B. **Soup and Scoop** – meeting March 15 following the service. When to hold this event will be discussed. All Board members are invited.

C. **Sunday Activity Fair** – March 29 following the service. To date, 13 tables have been requested by committees and councils. Linda and Lisa will sit at the Finance Council table and Lauren at the Board table. All should call their committees and councils if they haven’t signed up for a table yet. Margo will invite people to attend during the service on March 29. Bill and Lauren will speak at earlier services.

D. **Space Cadets 2** – the group met on March 8 for the first time and will meet again on April 6. Karen will make recommendations on space needs for RE. Dan Brown is serving as chair.

E. **GA 2016 Posse update** – the group met once and will meet again on April 12. The hope is to send some teens and youth by having members sponsor them.

F. **Stewardship update** – Ann stated that the committee has been meeting. Stewardship Sunday is April 12. Pledge cards will be turned in during the service. Pledge cards, a talent survey, and a letter including fair share guidelines from the UUA will be mailed at least 2 weeks prior to April 12. Extra packets will be available at UUC. Hopefully all pledges will be turned in during the next 5 weeks. A Celebration Sunday will be held on May 17 with a picnic or other event (food provided) following the service. When a pledge is turned in, the donor receives a leaf to put up on the tree on the wall, location TBD. The Board will meet on May 19 to finalize the budget.

Ann would like to stand up in a service to announce that the entire Board will be increasing their pledges. Therefore, all should send Ann an email with their intended increase. Note that there is no obligation to increase one’s pledge.

G. **Policy regarding access to pledge information** – Ann proposed a policy change limiting access to pledges to those who need this information due to their roles in the congregation (see attached). Ann moved to accept the proposal that *the Treasurer, Assistant Treasurer, Minister, and Administrator shall have access to the amount pledged or paid by any contributor. It is felt that these individuals need this information for their roles in monitoring and maintaining the financial health of the congregation*. Linda moved to amend the motion by including the Stewardship Chair in the list of those allowed access to pledge info. This motion

to amend the proposal passed with 4 in favor and 3 opposed. The Board then voted on the amended motion: *The Treasurer, Assistant Treasurer, Minister, Administrator, and Stewardship Chair shall have access to the amount pledged or paid by any contributor. It is felt that these individuals need this information for their roles in monitoring and maintaining the financial health of the congregation.* The motion carried unanimously.

### III. Staff Reports

A. **Minister's Report** – Dara will be attending the Community Organizing Workshop being held at UUC on March 27 & 28 along with several of our Social Justice Steering Committee (SJSC) members. This is a non faith-based workshop. On May 16, the SJSC hopes to hold a faith-rooted organizer training at UUC. Dara's renewal is due in July. She will send info and discuss further next month.

B. **Administrator's report** – Lisa requested additional funding for GA. See X. New Business, C. GA delegates below.

C. **DLFD Report** – Michael Barrett registered for an OWL training in Boone, NC which has since been canceled. Therefore, \$500 will be added to next year's budget request for him to attend a training. YRUU members are going to the New River Gorge and will be fundraising the next few weeks. Parents will be asked to contribute \$50, but waivers will be available if needed. Animal cruelty horcrux voting started (dogs are ahead). The *Wisdom Path*, an adult RE curriculum, received positive feedback.

IV. **February minutes** – Tim moved to accept the minutes from February. The motion carried unanimously.

V. **Treasurer's report** – attached. Linda reported that the Finance Committee (FC) approved the purchase of a mobile swipe to enable payment by credit card at UUC. We received a \$10,000 donation to go toward the mortgage. Linda moved that we accept this donation and apply it to the mortgage. The motion carried unanimously.

VI. **Member's forum** – no comments

### VII. Council Reports

- A. **Facilities Council** – no report
- B. **Governance Council** – no report
- C. **Finance & Administration Council** – the council approved the Assistant Treasurer position and discussed the upcoming Activity Fair.
- D. **LFD Council** – no report
- E. **Membership Council** – there are no candidates for president-elect at this time but 2 potential candidates for member-at-large
- F. **Pastoral Services Council** – no report
- G. **Social Action Council** – no report
- H. **Worship Opportunities Council** – no report

VIII. **Board Development** – see attached which comes from a GA workshop on mission/vision. Bill facilitated the discussion. Tim will serve as facilitator for the discussion in April. Karen will lead a discussion on faith formation in May.

IX. **Action items** - none

### X. New Business

A. **Assistant Treasure position discussion** – see attached for proposed division of duties for Administrator, Treasurer and Asst. Treasurer. It is recommended that the Asst. Treasurer be appointed by the Board with no term limit and that everyone (Administrator,

Treasurer and Asst. Treasurer) involved with finances undergo a background check. Linda moved that we establish an Asst. Treasurer position appointed by the Board. The motion carried unanimously.

**B. Parking lot striping** – Tim stated that parking is more difficult on Sundays due to lack of striping in the lot. Laureen commented that striping must be up to town code. Tim will check with Jim Flowers and write up a proposal to send to Darrel Clowes, Facilities Council chair.

**C. GA delegates** – Lisa is the only member applying for delegate status at this time. Linda moved to send Lisa as our delegate and to cover the \$350 cost of GA registration and \$250 for Professional Days registration (for administrators). The motion carried unanimously. As Lisa will be attending both as a delegate and in her role as administrator, other funds will be provided as available.

#### XI. **Information Items**

**A. Timeline check list** – all is in order. Margo won selecting a service topic at our auction. She has selected the title for the May 3 service and hopes to have a panel discussion following the service.

**B. Giving away half the plate** – Dara is working with CST and is waiting to hear from the committee following their meeting on March 15. She hopes to start this practice in April.

**C. Date for Annual Awards** – Dara and Laureen will talk further. The LFDC award will be given on May 17, the last day of RE.

XII. **Process Observer** – Beth stated that time was an issue with one topic being discussed for 40 minutes. Everyone did speak on this difficult topic.

XIII. **Next meeting** – Tuesday, April 14 at 6:30 PM. Tim will provide the reading and light the chalice, Bill will provide the refreshments, and Ann will serve as Process Observer.

Dara provided the closing.

#### **ACTION ITEMS:**

**Linda** – email report of financial impact due to loss of CG rent to Board

**All** – send Ann % of pledge increase (optional)

**Tim** – work on proposal for striping the parking lot, present to Facilities Council

**Dara and Laureen** – meet to discuss annual awards

#### **AGENDA ITEMS:**

Space Cadet 2 report

Lisa Evanylo, Administrator

**UUC BOARD MEETING AGENDA**  
**Tuesday, March 10, 2015**

- |              |  |             |
|--------------|--|-------------|
| 6:30 – 6:45  | <b>First Time Period</b><br>Chalice Lighting & Reading- Tim<br>Check-in and offering- Rev. Dara<br>Process Observer- Beth  | 15 Minutes  |
| 6:45 – 6:50  | <b>Review and Accept Agenda</b>  | 5 minutes   |
| 6:50-7:20    | <b>Old Business</b><br>Children's Garden- response from Letter to the Congregation & rescheduled meeting<br>Soup and Scoop update<br>Sunday Activity Fair- March 29, after Sunday Service in Elarth<br>Space Cadets 2- update from March 8 meeting<br>GA 2016 Posse update<br>Discussion of change to policy regarding access to pledge amounts<br>- Ann | 30 minutes  |
| 7:20 -7:30   | <b>Minister &amp; Staff Reports</b><br>Minister's Reports<br>Administrator's Reports<br>DLFD's Reports   | 10 minutes  |
| 7:30 - 7:35  | <b>Consent Agenda</b><br>Previous Board Meeting Minutes  | 1-5 minutes |
| 7:35 - 7:45  | <b>Treasurer's Report</b>  | 10 minutes  |
| 7:45 - 8:00. | <b>Members Forum</b><br>Members are invited to address the Board.<br>Please keep your comments to 3 minutes.   | 15 minutes  |
| 8:00 - 8:10  | <b>Council Reports</b>   | 10 minutes  |

Facilities Council  
 Fellowship & Governance Council  
 Finance & Administration Council  
 Lifespan Faith Development Council  
 Membership Council  
     Update on President-Elect search (Molly sends in)  
 Pastoral Service Council  
 Social Action Council  
 Worship Opportunities Council

8:10 - 8:20	<b>Break</b>	Refreshments by Ann	10 minutes
8:20 - 8:35	<b>Board Development – review of talk-- need volunteer to lead</b>		15 minutes
8:35 - 8:40	<b>Action Items</b>		5 minutes
8:40 - 8:50.	<b>New Business</b>	Assistant Treasurer Position GA Delegate nominations	10 minutes
8:50 - 8:55	<b>Information Items</b>	March Time Line	5 minutes
8:55 - 9:00	<b>Process Observer Report Back</b>		5 minutes
9:00PM	<b>Next Board Mtg.</b>		
	<b>Reading and Closing</b>		
	<b>Refreshments</b>		
	<b>Process Observer</b>		
	<b>Closing - Rev Dara</b>		

## **Report to the Board – from Rev. Dara Olandt, March 2015**

### **Worship**

March's Worship theme is "Knowledge"

Worship Associates and Worship Services Committee combined training will be held on March 22<sup>nd</sup> from 1-5pm.

"½ the plate away" will be rolled out in early April as an experiment for several months. (Likely roll out date is April 5<sup>th</sup>.)

My one Sunday out of the pulpit this month will be Sunday, March 29<sup>th</sup>.

Meeting on International Partnership Church Program was held post-service on March 1st. 9 people attended and have expressed interest in forming an exploration team.

Contact person will be Peter Lazar. Group will have a booth at the Activities Fair on March 29<sup>th</sup>.

### **Religious Education**

I am assessing potential for UUC and community interfaith dialog series, which I would host as the second portion of this year's Pluralism Project. Details pending scheduling considerations.

### **Membership & Connections**

New Member's Recognition ceremony was postponed on February 15<sup>th</sup>, and is rescheduled for March 22<sup>nd</sup>. We will welcome 4 new members.

### **Social Justice**

I will likely be attending the **VT Action Training which will be held at UUC March 27<sup>th</sup> and 28<sup>th</sup> training. (see attached information)** The training is free. All are welcomed to apply. Also: as a next step from the Social Justice Steering Committee plans are developing for a UUC-sponsored and coordinated training to be offered by Rev. Sandhya Jha on "Faith Rooted Organizing" in May (potential date is May 16<sup>th</sup>). Offering would be open to all UUC folks and members of the NRV community. More details will be forthcoming from SJSC.

### **Pastoral Care**

The February 15<sup>th</sup> service featuring voices from the Lay Pastoral Care Ministry was postponed due to weather and will now take place on March 22<sup>nd</sup>.

I continue to meet monthly with the Lay Pastoral Care Ministry.

I continue to visit members of our congregation at home and in the hospital, as needed.

Lay Pastoral Care Associates Training is scheduled for May 17<sup>th</sup> from 12-3pm.

**Strategic Planning & Stewardship** –I continue to meet with Strategic Planning and Stewardship to particularly support these groups this year.

**Posse 16 and Denominational Affairs** – This month I have been in conversation with folks who have interest in strengthening opportunities for Denominational connections and awareness at UUC. Specifically a few folks have approached me with interest in having a large UUC contingent at **UUA GA in Columbus Ohio in June 22-26: 2016**. As

vision and plan unfolds, further details will be available from the “Posse 16” Dream Team (which currently includes but is not limited to: George Lally, Marilyn DuPont, and Chris Walter, and Beth Lyman.)

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# VTAction

**Community/Grassroots Organizer Training** in  
partnership with **Virginia Organizing**

**Spring 2015 training session: 9am-5:30pm on March  
27th & 28th**

## [Training Application](#)

**Due by 5pm on Monday, March 16th, 2015**

VTAction is seeking applications from students, faculty, staff, and community members who wish to participate in a skill-based **Community/Grassroots Organizer Training** which will take place from **9AM-5:30PM on March 27th and 28th at the Unitarian Universalist Church -- 1301 Gladewood Drive, Blacksburg, VA**. There is **no fee** required for participating in this training, however space is limited and participants will be asked to confirm their commitment to attend both days of training.

**Questions? Contact [VTAction@vt.edu](mailto:VTAction@vt.edu)**

**Please help by forwarding this application to other interested parties.**

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### **Sponsors:**

**Diversity Committee, the College of Liberal Arts & Human Sciences  
Women's & Gender Studies Program  
The Department of Sociology  
The Graduate School at Virginia Tech  
Diversity Development Institute**

## Multicultural Programs & Services Virginia Organizing

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### About VTAction

VTAction provides skill-based training in grassroots and community organizing to advance diversity and social justice at Virginia Tech as well as in the local community.

### Objectives:

- Put concerns of underrepresented communities at the forefront of grassroots action.
- Provide a skill-based program to assist constituents with movement-building and capacity-building efforts.
- Develop a cohort of organizers trained to help communities address issues by moving their concerns to actionable strategies as part of larger campaigns.
- Increase the ability of constituents to conduct interest-based organizing.

### Why participate?

- Help advance the land-grant mission of the university by building community and working for issue-based change.
- Learn and practice methods for building relationships among different communities.
- Learn strategies to foster change in policy, culture, community, and in other social and institutional contexts.
- Develop a skill set that translates across professional and academic fields.

### Why grassroots and community organizing?

Often, the work of enhancing diversity and social justice falls between the cracks of what we can call the "public-private divide." In our public lives we interact with social and cultural institutions that set requirements for basic tolerance, affirmation, and engagement insofar as we need to participate for the purposes of employment, education, and access to social services. In our private lives, however, we retain the option of sustaining intolerance, ignorance, and even hostility toward those from whom we differ. It remains the condition of contemporary democratic societies to protect an individual's right to privacy while requiring certain tolerance in public engagement. That is, we may minimally tolerate one another in public while welcoming, ignoring, or reviling one another in private. Grassroots, community organizing represents the third field of relational work "in-between" the arbitrary schisms of public and private realms of life.



## **What do organizers do?**

Through methods of invitation, outreach, story-telling, community forums, and other time-tested strategies, organizers learn, practice, develop leaders, and apply their skills to help people bridge the isolation of privacy and the merely technical demands of public citizenship. The work of organizers in-between fosters and sustains community with a specific interest in enhancing diversity and social justice. In training, organizers learn a variety of crucial conceptual and action-based skills sets. They gain conceptual knowledge understanding how to interpret and respond to various cultural cues, differences in styles of communication, attributions about power and authority, and a range of other considerations. The skill sets include, among other things, the ability to diagnose resource capacities and deficiencies, to develop comprehensive action-plans, to conduct outreach to individuals and communities, and to effectively respond to unanticipated and/or detrimental events with the aim of catalyzing stalled energies, and even to transform toxic, negative situations into opportunities for mutual gain.

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

### **March 10, 2015**

**General Assembly:** I have notified Marilyn DuPont of my desire to be a UUC delegate to GA. I am also planning to attend the Administrators' Professional Days prior to the start of GA. Therefore, I am also requesting reimbursement for that registration (\$250). Since I only have \$50 in my professional expenses (to pay for annual dues to the Administrators' Association), I am also requesting some help, if possible, with paying for the trip to Portland as I am planning to attend workshops (beyond professional days) on topics that would benefit my work (list of workshops not available yet). Last I heard, I was the only one requesting delegate status. If so, there might be some funds available in our denominational affairs budget, and after speaking with Linda, she also suggested the contingency fund. (Airfare is going to be about \$700. I just found a roommate for a college dorm room, so housing will be about \$300.) So – while I am not asking for full funding (beyond the registration fees), at this point, anything would be helpful. Another option would be to include some funds for my professional development in the 2015-16 budget since GA is so close to the new fiscal year.

**Sexton Position:** Dara, Joe Parrish, Dave Lievsay (building chair), Crosby Houston (personnel committee chair) and I met with Joe last week to discuss his new contract. He is being paid as a skilled worker (has a class A license) but is often being asked to rearrange the sanctuary, set up tables and chairs and then put them away. At our meeting, it was decided that we should try to hire a sexton to do this work along with opening and closing the building as needed – at a much lower rate of pay (\$8-10/hour). Linda was asked to put \$1200 in the budget to cover this position. Crosby has written up a contract/job description which will shortly be going to the Facilities Council before coming to the Board. So this is just informational at this point and an explanation of the new budget line item.

**Committee Meetings:** I met with the Posse 16 ad hoc group and will be attending a Stewardship Committee meeting this week.

Don't forget to look at the online attendance Google Doc.

## **DLFD Report to the Board – March 2015**

Submitted by Karen Hager, Director of Lifespan Faith Development

### **Registration**

- Current CYRE: 116

### **LFD Council**

- No meeting this month.
- We will be represented at the Activity Fair and hope it helps with recruitment.

### **Children's Religious Education Committee (CREC)**

- Summer RE recruitment has begun. This year's theme is Time Traveling Adventures. Our UUC Time Machine will take K-5 students to a different period of time each week, some in the past and some in the future. PreK will once again have their own program, Sunday Funday, consisting of a story and play.
- Summer RE will run for 11 sessions, beginning June 7 (no RE July 5) and ending August 23.
- Our annual Ice Cream Social will be held on August 23 and will recognize our summer volunteers.
- Dumbledore's Army is fighting the Animal Cruelty Horcrux this month. This fight aligns with LFD and CST's annual social action project, Easter Egg Hunt for HSMC, taking place on April 5. Cash and item donations are being collected for the Humane Society.

### **Youth Adult Committee (YAC)**

- Fundraising continues for the annual YRUU trip.

### **Adult Religious Education Committee (AREC)**

- Coming Out in Faith: LGBTQ Voices in Unitarian Universalism
  - 10 registered. Begins this week.
- Writing as a Spiritual Practice in session through April.
- The Wi\$dom Path, a Tapestry of Faith curriculum concerning spending in alignment with values, was sent to members of Finance and Stewardship for feedback concerning its possible inclusion on next year's calendar.

### **OWL Committee (OWL)**

- K-1 and 4-5 OWL continues through April.
- Adult OWL continues through April.
- Cancelled classes have been rescheduled for next month.
- Michael Barrett will be attending 7-9 OWL training in Boone, NC in April in preparation for next year's class.

### **Library Committee**

- Rachel continues work on entering all adult books in LibraryThing.

### **Coming of Age**

- Program continues through April.

### **DLFD**

- I am attending a Renaissance Module for Adult RE this month in Bethesda, MD.
- I will be attending the Facilities Council meeting at the end of the month to discuss space planning.
- Planning has begun for 2015-16 LFD programs.