

UUCR Board Meeting Minutes
January 27, 2022
7:00 - 9:00 pm
Virtual Zoom Meeting

In Attendance: Reverend Scott Alexander, Holly Anderson, Kathy Deligianis, Jessie Fortner, Joanne Jessen, Carol Plumlee, Mark Sheppard, Anna Wesley

Absent: Claire Tse

Chalice Lighting and Check-In: President Holly Anderson called this virtual meeting to order at 7 pm with a quote from Göran Persson: "Let our New Year's resolution be this: We will be there for one another as fellow members of humanity, in the finest sense of the word."

President's Report:

- Right Relations Team training. Holly will attend and invited Board members to also attend and/or nominate members of the congregation. Training is 90 minutes, once per month for 4 months.
- Nominating Committee. This group, with the leadership of Linda Holloway, has done outstanding work and only has one more position to fill.
- The Annual Congregational Meeting is February 27. Holly is putting together the agenda that will be mailed to congregants.
- There are new recommendations from the Covid-19 Task Force, now under the leadership of Dana Jones-Sheppard. These were approved by the Board. See Attachment 1.
- Plan for Settled Minister Search Committee. Questions from the Settlement Handbook will be sent to the congregation. See Attachment 2. The Board may be asked to follow up as needed. Holly will collect information from the Nominating Committee on people who are engaged with church activities and might be willing to serve.
- After polling Board members, it was decided that meetings will be on the last Thursday of each month.

Vice President's Report:

- Facilities is working to get a quote to replace electrical boxes (required for new HVAC system)
- Facilities Committee is negotiating a new contract for elevator maintenance
- Personnel Committee (led by Marsha Hughes Reese has three members now
- Hybrid worship is working to get a TV installed to replace the projector

Treasurer's Report:

- Kathy Deligianis gave an update on UUCR finances, including YTD Pledges and YTD Outlook. Kathy presented a proposal for our 2022 Stewardship goal. The Board approved a goal of \$385,000.

Minister's Report:

- Reverend Scott has been attending the HVAC meetings. The HVAC Team has selected a contractor and meetings to finalize negotiations are underway.

Strategic Actions - Next steps:

- Claire Tse, who led us in our December planning session, was not able to attend tonight's meeting. She will report at our February meeting and we will identify next steps for our priority tasks.

The meeting adjourned at 8:30 pm. Next Board Meeting: February 24, 2022

Attachments:

1a. New recommendations from Covid-19 Task Force

During the current omicron surge, the COVID-19 Task Force recommends that staff and volunteers involved in Sunday worship services use N-95 or KN-95 masks.

To further mitigate risk, the Task Force recommends that home rapid antigen tests be used the night before or day of the service for anyone involved in the service who is experiencing cold- or flu-like symptoms. Anyone with known exposure to COVID-19 should notify the staff and follow Virginia Department of Health guidelines regarding monitoring, testing, and isolating.

The Task Force recommends that UUCR provide KN-95 masks and home rapid antigen testing kits for worship service staff and volunteers, as needed. The Task Force is providing enough masks for the next several weeks. Each person should store their mask in a paper bag and can reuse it each Sunday (should store for 24 hours before reusing).

Regarding considering when to loosen the current COVID-related restrictions, the Task Force recommends that once case levels fall below the "critical" level in Covid Act Now (under 25 per 100K daily), if cases remain under the critical level for 2 weeks (and assuming the lethality of the current strains continues to remain lower), then it would be appropriate to return to having limited numbers of people attending worship and having small group meetings, as before.

The Task Force is in the process of developing a tiered list of risk-mitigation measures to help UUCR and its individual members and visitors navigate more re-opening measures in the months ahead.

1b. New recommendations from Covid-19 Task Force

As we move beyond the omicron surge, the COVID-19 task force recommends notifying the congregation and visitors that we are shifting from more population-based measures to ones that rely on individual risk assessment and mitigation. We plan to do our utmost to provide a safe environment but recommend that members and visitors consider their own personal risk factors when deciding whether to attend in person or virtually, and then to take the following measures if attending in person. These measures are listed in order, with the items at the beginning of the list considered most important for risk mitigation:

- We recommend that each attendee be completely vaccinated for the coronavirus, including available boosters. We also recommend being vaccinated each year for the influenza virus. Each person should consult with their healthcare provider regarding any concerns about the appropriateness of such measures.
- Everyone in the church should wear higher-quality and well-fitted face masks and should wear them properly, covering both the nose and the mouth. N-95 and KN-95 masks provide the best protection. Double-masking with an ASTM-3 mask or other 3-ply surgical mask covered by a well-fitted cloth mask provides better protection than just the 3-ply surgical mask, which in turn provides better protection than a cloth mask. The only current exceptions for mask-wearing are those too young to wear face masks (under 2 years) or those on camera for the recording of a worship service.
- To further mitigate the collective risk, anyone with any symptoms potentially related to COVID-19 (flu-like symptoms or cold-like symptoms, including a simple sore throat), should attend virtually rather than in person. Asymptomatic individuals with any recent exposure to COVID-19 should perform a rapid antigen test at home on that day before coming to the building; if testing positive, they should also participate virtually.
- Adequate ventilation is also a significant risk-mitigation factor. The church has added portable air purifiers to help improve ventilation, and we are also committed to investing in an HVAC system that will improve air quality for the long term. Pending the installation of a new HVAC system, much of the building's ventilation remains poor, and individuals should take this into consideration when deciding whether and when to return to the building.
- Handwashing (for at least 20 seconds) or sanitization after contact with high-contact surfaces is advised to reduce the risk of respiratory viruses and other illnesses.

Please consult with your health provider and review the CDC's information regarding personal risk factors when evaluating whether to attend events at UUCR and elsewhere. The CDC list can be found here (<https://www.cdc.gov/coronavirus/2019-ncov/need-extra-precautions/people-with-medical-conditions.html>), and includes the following conditions: cancer, chronic kidney disease, chronic liver disease, chronic lung disease, dementia, diabetes, Down syndrome, heart conditions, HIV, immunocompromised conditions, and overweight and obesity, as well as others.

2. List of Questions for congregation from Settlement Handbook

- What are the good qualities needed for someone to serve on a ministerial search committee?

- Who in the congregation works well with others?
- Who can represent and serve the whole congregation well (including looking out for the needs of children) and not just a piece or “faction” of the congregation?
Who would have no “axe to grind?”
- Who knows (or can learn) the history and culture of the congregation, whether a member of long standing or relatively new? Who can use this history proactively instead of reactively on behalf of the congregation?
- Who has been and/or is active in the congregation and has demonstrated both responsible participation and responsible leadership?
- After a high salary, the most attractive quality a congregation can have is self-awareness – awareness of strengths and weaknesses, what the congregation is like at its best and at its worst, as well as on an average day. Who would be able to know and relate all this to potential candidates?
- After thinking about all these questions, who would you trust to serve on the search committee on behalf of the congregation?