Rob called the meeting to order at 7:35 p.m. and thanked members for being present. He invited the Board into a few minutes of quiet reflection then offered an opening prayer.

Minutes: It was noted that the treasurer’s report is not attached to the minutes of the November 11 meeting and that the proposed changes to the LRUCC generosity policy were adopted. **Tom moved and Joe seconded approval of the minutes with these changes. Motion approved.**

Treasurer’s report: Gary reported that revenues continue to come in better than projected. Currently he expects that the 2015 budget will be less than $30,000 in the red. He noted that boards and committees have done a good job of keeping a rein on expenses. The church received a $2300 donation to be used toward furnace replacement. Letters which were sent to those who appeared to be behind on their pledges produced good results.

Stewardship: Rob reported the Campaign currently has received pledges for $573,000 from 124 pledging units. Stewardship committee members are contacting those who have not yet pledged but may do so. The committee would like to get pledges up to $630,000, but when pledge history is compared to the current membership role it looks like pledges can be expected to be around $600,000. Of the pledges received forty-nine increased and 19 decreased. The others remain the same. He also reported that the Central Atlantic Conference has awarded LRUCC a $5000 grant to match new pledges.

Trustees: Ben reported that the contractor has begun work on replacing the old furnace. It has been removed. A new heat exchanger and duct work have been installed. Ben expects the new furnace to be completely installed this week so the sanctuary will have heat on Sunday. The price for the new furnace is $36,540.00. Rob thanked Ben for all the work he has done to save money and get the new furnace installed.

History Project: To preserve early church history and in recognition of the church’s 60th anniversary, David asked Bruce Summers to interview a number of long-time members of the congregation. The request was made with the understanding that Bruce would be paid as a professional genealogist. Bruce has interviewed 10 people for 23 hours and has billed the church $1100.00 for 37 hours of work. He wants to be paid in the current budget year. David requested the Governance Board approve payment of this non-budgeted expense. **Carolyn moved and John seconded that Bruce be paid in full from the 2015 budget. The motion passed.**
The interviews have not been transcribed. Any transcription costs will need to be paid out of the 2016 budget. Dave said that while he agrees that this needs to be paid, the church needs a policy regarding paying members for services. Rob noted that he plans to pursue such a policy next year.

**Handrail for Sanctuary:** The church received a donation to cover the cost of a handrail on the hall side of the chancel. Robin Petrusak received a proposal from Perry Railworks, Inc. that is within the donated amount. The Trustees will authorize the contractor to proceed with the project.

**Wedding Policy:** Rob distributed copies of the Deacons’ proposed wedding policy. David asked that the paragraph regarding the wedding coordinator and other references to a wedding coordinator be removed from the policy. After discussion it was agreed to leave the smoking policy as is. Dave mentioned that the current alcohol policy allows for only a champagne toast. Under Fees and Honoraria, the sentence that begins, “There is no charge to church members’” should read “for use of the sanctuary.” Delete,” for use of the church or for pastoral services.” In the next sentence beginning, “The Board of Trustees,” insert “in concert with the Governance Board.” Joe moved that the Wedding Policy be adopted with changes as directed. Gary seconded the motion. Motion carried. Rob will revise the policy and present it at the next meeting. (The policy as approved is attached.)

**Pastor’s Report:** David reported there are Sunday morning worship services and afternoon activities planned for every Sunday in Advent. The first Advent activity, the Spiral Walk, was planned for 20 and attended by 40. Next Sunday there will be a celebration of the season’s music by the adult choir at both worship services followed by the White Gift service at 5 p.m. Hank is taking the leadership on the 4 p.m. Christmas Eve Family Service while David is responsible for the 9 a.m. Candlelight Service.

In preparation for the Annual Meeting the end of January, there will be town meetings after both services on December 13 and 20. David will share the thinking of the Visioning Task Force while Tom will update participants on the recommendations of the Governance Renewal Committee. After discussion and thoughtful prayer, the Visioning Task Force feels that our current Vision Statement doesn’t need to be changed. However, they are endorsing additional language to better define our mission and vision. David distributed copies of the proposed statement which is attached. David and Tom will be looking for feedback and comments from participants.

David plans to convene the Ministry Board soon. The Ministry Board has not met since October in part because of Cici’s illness and Rob having to take over as Acting Moderator. He noted Lent starts on February 10th, and that he and Hank are working on a Lenten supper and discussion series. Also in his thinking is the need for a printed newsletter and some way to get news of passages (i.e. changes of address, new members information etc.) to members.

**Governance Renewal:** Tom expressed confidence that the proposed Governance structure will support the church vision with the Governance Board establishing priorities and policies and the Mission Board carrying out the mission. He sees the two boards working together especially in setting goals and evaluating the church program. The next step is to look at reorganizing the committees and boards with the goal of reducing the number of appointed board and committee members and increasing the number of volunteers working on limited time or specific projects.

**Roles and Responsibilities for Financial Management:** Dave Curtis distributed an updated version of this document. He would appreciate comments and noted that it represents the current status.
Announcements: Gary requested that anyone seeking payment to submit a voucher as soon as possible. Tom thanked David and Hank and the rest of the staff for all they do especially this time of the year. Rob invited Cici to resume her position when she is ready and welcomes her input as much as she is able in the meantime.

At this point the meeting went into executive session.

The meeting was adjourned at 10:10 p.m. with a benediction by Rob.

Respectfully submitted,
Ann Lingo
Clerk

Attachments: Wedding Policy
Current and Proposed Language for LRUCC Mission and Vision
Wedding Policy LRUCC

**Christian Wedding.** A church wedding at LRUCC is an act of Christian worship conducted by an ordained minister. While it is celebrative in spirit, it must not forsake the dignity associated with a devotional experience.

A member of the pastoral staff of the church shall officiate or co-officiate at weddings at LRUCC. Exceptions will be at the discretion of the Senior Pastor.

**Same-Sex Weddings.** We are an Open and Affirming congregation; LRUCC is available for same-sex weddings.

**Pre-marital Counseling.** The pastor officiating will generally ask each couple to meet for pre-marital counseling. The purpose of this counseling is to become better acquainted as pastor and couple, to reflect upon the nature and purpose of the marriage relationship as understood by the couple and the church, and to design the marriage service so that it is both personal and meaningful.

**Scheduling and Rehearsal.** In addition to scheduling a date and time for the wedding, a couple may also schedule a date and time for a rehearsal when the entire wedding party and the parents can be present. Often, the best time for rehearsal is the evening before the wedding.

**Flowers.** Flowers are a traditional part of weddings. Couples are welcome to use a private florist, or the pastor can put them in touch with the church members who usually arrange for church flowers. If couples plan on using an aisle runner, they should tell the florist it needs to be 75 feet in length and ask them to pin and tape it in place at the bottom of the step to the chancel. If the couple chooses not to remove their flowers after the service, the church will arrange for them either to be used in a subsequent service, or delivered to members and friends of the church.

**Photography.** Photography and videography of the wedding ceremony are permitted, but must not interfere with the dignity of the service. Photographers must be introduced to the pastor in advance of the ceremony so that he/she understands LRUCC’s photography policies. Photography or videography from the front of the sanctuary generally is not permitted during the wedding ceremony, and flash photography is not permitted during the marriage service. Photographs not requiring a flash, and video tapes not requiring additional lighting may be taken from the rear of the church by your designated photographer. The photographer should generally not move about the sanctuary during the ceremony, and the side aisle and rear exit of the sanctuary may not be blocked by equipment of any kind. Photography at the front of the sanctuary is permitted following the wedding ceremony.

**Sound.** Use of the sound system is recommended unless you anticipate only a small number of guests who will cluster in the front of the sanctuary. The pastor will arrange for a member of the church to operate the sound system.

**Chair Bows.** Chair bows, sometimes used to designate reserved seating should be pinned to the upholstery, not taped.

**Rice/Confetti.** Rice and paper confetti are not permitted. Bird seed may be used outside the church. Flower petals, flowers, confetti, glitter and other items may not be strewn in the sanctuary. Soap bubbles are permitted only in the social hall and outside the church building.
Music. The Director of Music will generally supervise wedding music. The pastor will help arrange a time for couples to discuss music with the Director of Music. Selections should be suitable to the occasion. If couples are having a vocal or instrumental soloist, or wish for a friend or relative to participate in the service, please consult with the Director of Music.

Use of Church Facilities. The Social Hall, Choir Room and Kitchen may be used for an additional fee. Smoking is not permitted anywhere in the building. Caterers and others using the kitchen and Social Hall are responsible for leaving them clean.

One or more church meeting rooms can be made available to the wedding party for dressing and last minute preparations and storage of personal items. One room is equipped with a full-length mirror and sink.

Alcohol. No alcohol is permitted, with the exception of a toast to the couple, and only within the applicable rules of the Virginia ABC board.

Fees and Honoraria. There is no charge to church members for use of the sanctuary. The Board of Trustees posts recommended fees for building use, and the pastor officiating will consult with the couple regarding recommended honoraria.

Marriage License. Couples are responsible for obtaining their own marriage license.

Adopted by the Governance Board 12-9-15
CURRENT LANGUAGE (2015):
ABOUT LITTLE RIVER UCC

Little River United Church of Christ is an inclusive, progressive theological community rooted in the mainline Protestant tradition. We are an Open and Affirming congregation that actively seeks to be multiracial and multicultural. With a membership of over five hundred and a wide range of programs, our church strives to enable each person to be known and to make a difference to the extent he or she feels called. The following statement describes our mission as we have come to understand it:

We gather as Little River United Church of Christ to experience and express the love of God in Jesus Christ. As a community of faith we:

- Develop our relationship with God through worship, prayer, education, and fellowship;
- Care for and nurture individuals, the community, and the wider world;
- Recognize, accept, and celebrate the diversity of all God’s people, and
- Build on our church’s history and traditions while adapting to the needs of our time and place.

Please visit our web site for more information: www.lrucc.org

PROPOSED LANGUAGE (2016-?):
LITTLE RIVER UCC’S MISSION AND VISION

We gather as Little River United Church of Christ to experience and express the love of God in Jesus Christ. As a community of faith we:

- Develop our relationship with God through worship, prayer, education, and fellowship;
- Care for and nurture individuals, the community, and the wider world;
- Recognize, accept, and celebrate the diversity of all God’s people, and
- Build on our church’s history and traditions while adapting to the needs of our time and place.

In particular, we believe that God has called us at this time to do the following in our congregation, neighborhood, and world:

- Nurture individual and congregational spirituality
- Serve our community
- Advocate for all God’s creatures and creation

Please visit our web site for more information: www.lrucc.org