



Unitarian  
Universalist  
Congregation

UUC

# **ANNUAL REPORTS 2025**

Below you will find reports from some of our committees and teams. For more information about these and other groups, please visit our website at [uucnrv.org](http://uucnrv.org).

# **Unitarian Universalist Congregation Annual Report**

## **UUC Executive Board Annual Report - May 2025**

### **CHAIR AND MEMBERS:**

- Laura Robinson (president)
- Chris Long (president-elect)
- Wayne Neu (treasurer)
- Beth McClellan (secretary)
- Margo Walter (member-at-large)
- Joseph Cooley (member-at-large)
- Cassy Kost (member-at-large)
- Rev. Pam Philips (minister)
- Rachel Craine (director of lifespan faith development)

### **PURPOSE OF GROUP:**

- The Board meets monthly to discuss and make decisions regarding governance, matters of congregation management, operations and policy, and budget oversight.

### **ACHIEVEMENTS:**

#### **1. Full Staffing**

- The Board worked extensively to ensure all positions were filled and optimized to meet the congregation's current needs. Staff changes included: one employee resigned; one employee was hired; one employee's contract not renewed due to restructuring of the music program; and one employee promoted. There are a total of four employees.
- The Board recognized the importance of retaining our minister and staff, and took action to improve our staff appreciation.

#### **2. Supporting Democracy & Civic Action**

- We reaffirmed our commitment to democracy participation through the Defending Democracies initiative, UU the Vote campaign, and many other initiatives leading up to and following the 2024 US Elections.

#### **3. Expanding Accessibility & Safety**

- The Board focused efforts to improve accessibility and safety by conducting a comprehensive accessibility report, improving facilities, and finding more ways to increase accessibility during UUC activities. These steps reflected our commitment to being a welcoming and secure space for all.

#### **4. Prioritizing Facility & Grounds Maintenance**

- The Board investigated long-term plans for maintaining our facilities (which is aging) and grounds, with a focus on crucial repairs to the building, lighting, and parking lot. Future projects are being prioritized based on safety, budget, and volunteers.
- The Board supported recruiting more volunteers to help with the maintenance of our grounds.

#### **5. Promoting Engagement of Members & Friends**

- The Board's goal to encourage engagement by our members and friends was in the hopes to: 1) promote committee roles as valuable service and learning opportunities; 2) highlight the importance of service; 3) identify committees with open positions and work with these committees to raise awareness of their volunteer needs; 4) emphasizing "chairs" as "facilitators"; 5) expand mentorship and leadership development; and 6) support congregation growth as a welcoming community.
- By encouraging greater engagement, the Board hopes to nurture a strong sense of belonging and ownership, which may also lead to growth in membership and financial support.
- The Board asked our Communications Committee to publicize an awareness campaign for "member engagement" using our current communication tools.
- Volunteers were thanked for their dedication during the minister's sabbatical.
- Committee leaders were thanked.

#### **6. Community Engagement & Visibility**

- The Board championed initiatives that provided support to our communities, regardless of prior relationship to the UUC. Those included Hurricane Helene Relief, opening of the Calfee Community & Cultural Center, and the ongoing To Our House shelter for New River Community Action.

#### **7. Fiscal Responsibility**

- The Board worked with the Finance Committee to move away from a deficit budget for 2025-2026.

#### **LESSONS LEARNED:**

- The Board collaborated effectively—both internally and with other committees—to thoughtfully address staffing.
- The minister's sabbatical is a meaningful investment in the long-term vitality of our congregation. Caring for our staff's well-being is a key priority, and we are committed to fostering an environment that shows appreciation for their work and wellness.
- As our congregation evolves, we aim to align our staffing with our present and future needs.
- Financial planning is crucial for the funding of our facilities maintenance (aging building), grounds maintenance, and staff retention.
- We need to nurture and develop our congregation and friends to step into leadership and volunteer roles; and continuously thank volunteers to encourage their future participation.
- Democratic values remain at the heart of our community, guiding our decisions with inclusivity and shared purpose.
- Extending our care beyond our walls and engaging with the broader community reflects our mission and impact.
- The increase in new members and friends highlights the ongoing relevance of our ministry.

#### **EXPENSES FOR THE YEAR-TO-DATE:**

- As of May 1, 2025, no expenditures.
- Anticipate spending up to \$200 for office supplies for the Annual Meeting and, also, the Isabel Berney Award for Exceptional Service in June 2025.

**HOW THIS GROUP FURTHERS UUC'S MISSION AND VISION:**

- The Board serves as governance for the UUC and oversees its staff.

**GOALS FOR THE COMING YEAR:**

- Nurture and develop engagement of our congregation and friends to step into leadership and volunteer roles.
- Recommend long-term financial planning (including planned giving) and continue to move away from a deficit budget.

# **Unitarian Universalist Congregation Annual Report May 2025**

## **Audio Visual Team**

### **CHAIR AND MEMBERS:**

Lucas Machi - Director and Lead Operator  
Chris Long - First Operator  
Jim Kern - Operator  
Rene'Lowry - Operator in Training  
Arthur Snoke - Editor and Consultant

### **PURPOSE OF GROUP:**

To expand the audio visual infrastructure of the building. To help connect those outside of our space to ministry within the church for larger connection potential. To ease life of those inside the building in regards to our audio visual technology.

### **ACHIEVEMENTS:**

Multi-camera infrastructure has been adopted and is widely considered a huge success.

New sound improvements from the previous year have majorly been implemented and have drastically increased quality of service.

Rental integration has been easier than ever thanks to new infrastructure

New operators are regularly being tested and trained, and new scheduling practices are being adopted

### **LESSONS LEARNED**

Pacing upgrades for training completion is ok and should be encouraged. Simultaneously, holding off training for the sake of upcoming upgrades is not productive.

Defined schedules can be established and also broken, and that's ok.

Documentation, while helpful, should also be fluid.

## **HOW THIS GROUP FURTHERS UUC'S MISSION AND VISION**

We act as a screen to our primary ministry team. We allow our wider community to reach us with accessibility. We also seek to increase our objective value to rentals by bettering our infrastructure. We have become an essential part to many rental events at the UUC, and coordinate directly with them now.

## **GOALS FOR THE COMING YEAR**

We seek to continue to implement our remaining audio stack improvements, as well as expand our video infrastructure by adding one additional camera to address concerns of the ministry team. We then will use the added bus space to implement out of booth controls for the ministry team to better allow for their vision to be shared. Finally, we plan to implement new systems and procedures to allow for some rental controls to add alternative ways for rentals to interface with our infrastructure.

Additionally we plan to train more, implement more training protocols, and hopefully adopt at least one new team member to add to full rotation!

**Unitarian Universalist Congregation**  
**LPCM Committee Annual Report**  
**2024-2025**

**LAY PASTORAL CARE MINISTRY**

**Committee Chair and Members:** Jane Mahone (Chair and Assistant to Rev. Pam Philips), Lisa Evanylo, Dan Kominsky, Earle Irwin.

**Purpose of the Committee:** The purpose of the LPCM (Lay Pastoral Care Ministry) Committee is to assist our minister in providing support to the congregation members and friends during times of distress, both crisis and long-term. The process involves visits with members and friends as requested by them and at their times of availability.

**Achievements During the Last Year:** Over the past year, the team met most months for 1½ hours for training and support. Most members have been matched with congregational members at some time during the year. We also gained a new trained member.

**Lessons Learned in the Last Year:** We continued to have more response from having our availability listed in the emailed announcements.

**Committee Expenses for the Year:** \$0

**How the Committee Supports the Mission and Vision of UUC:** Our committee helps to create compassionate community by reaching out to members and friends in their time of need. We further our mission to transform our community and the world through courageous love by being listening ears to them.

**Goals of the Committee for Next Year:** We want to continue to provide these trained members in assisting Rev. Pam Philips. We will also continue to provide training to our members and add members as needed to meet the needs of our UUCNRV community.

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**Community Service Team**

CHAIR AND MEMBERS: Molly McClintock, Alison Armstrong, Pauletta Copenheaver, Crosby Houston, Gertrud Montgomery, Bob Stimson, Polly Stimson, Mary-Virginia Woods, John Kelso, Joe Powers, Janet Sawyer, Walt Pirie, Barbara Taylor, Mark Benson, Lucas Machi, Sara Dalton, Irene Peterson, Rene Lowry

PURPOSE OF GROUP: Coordinate community service projects. Encourage engagement by congregation members.

**ACHIEVEMENTS:**

On-going projects

- To Our House (annually)
- Interfaith Food Pantry (monthly)
- Adopt a Highway (quarterly)
- Fairview Adult Home bingo (monthly)
- Montgomery County Christmas Store (annually)
- Women's Resource Center cake delivery (monthly)
- Blacksburg Refugee Partnership (on-going)
- Literacy NRV (weekly, on-going)

New project

- Hope to Walk, prosthetic kit assembly (on-going)

**LESSONS LEARNED:**

Existing projects are fully staffed. UUCNRV members are very engaged in community service both within the framework of CST and otherwise.

**HOW THIS GROUP FURTHERS UUC'S MISSION AND VISION**

We work to build compassionate community, further just causes, and demonstrate radical hospitality.

**GOALS FOR THE COMING YEAR:**

Engage new committee members in Hope to Walk project. Engage UUC members in new Habitat building project in Blacksburg.



**Unitarian Universalist Congregation**  
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**Leadership Development**

Leadership Development Committee Annual Report – 2024-25

**Chair and members:** Brian Mayer (chair); Kendra McCallister, Steve Keighton, Chris Long (ex-officio), Rev. Pam Philips (ex-officio)

**Purpose of the Committee:** The Leadership Development committee has the responsibility of seeking and developing leadership in the Congregation. The committee, in consultation with the Executive Board, shall prepare a list of at least one nominee per office for the elective offices of the Congregation to be filled, and shall recruit persons to serve as leaders and coordinators as requested by the board. The committee privately maintains a database detailing members' gifts (experience/skills), interests, and potential for leadership. The Leadership Development Committee may also choose to undertake other activities that support lay leadership in the Congregation.

**Achievements:** Currently in the process of preparing the 2025-26 nomination slate (partially completed)

**Lessons learned:** Need to leverage ways to prepare congregants for offices requiring more skill and commitment (e.g., President, Treasurer). For President serving on the board previously is a good way. For Treasurer serving on the Finance committee, the board, or as an Assistant Treasurer.

**Expenses for the year to date:** None

**How does the committee or group work to further our mission and vision?** We support our mission by leveraging people's unique skills, talents, experiences, and perspectives to lead our congregation. We encourage members to find ways in which to contribute to our mission and vision.

**Goals for the coming year and how do they further our mission and vision?** Identify potential key leaders earlier in the year to enable a maturation process into their role/nomination.

## **Unitarian Universalist Congregation**

### **Annual Report , 2024-2025**

#### **Piecemakers (Quilting) Committee**

Co-Chairs Polly Stimson and Marilyn DuPont

Members: Karen Holstein, Molly McClintock, Irene Peterson, Alison Armstrong, Robin Cooley, Sarah Kelly, Jennifer Thomas

**PURPOSE** of the Committee: To provide comfort quilts to those identified by the Minister

**ACHIEVEMENTS:** Comfort Quilts were provided as requested, in addition to a reserve of a few additional. A Minister's stole was given to new minister Anna Tulou on behalf of the Congregation at the time of her Ordination; children's quilts were presented to babies and children during the Naming Service.

**LESSONS LEARNED:** To gather on the scheduled day without regard to number of those able to attend; to promote membership emphasizing the learning process .

**EXPENSES:** Professional quilting when appropriate; fabric and batting to supplement contributions; cleaning of sewing machines as needed; organizational supplies.

**FURTHERING OUR MISSION:** To continue emphasizing the Purpose of the Committee, including fun (!).

**GOALS:** to continue service to the congregation and provide creative outlet for those who would like to further his/her/their knowledge of this time-honored craft.

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**Right Relations Team**

The Right Relations Team (RRT) this year consisted of Nancy Bodenhorn, Jean Elliott, Molly Lazar, Molly McClintock, Jamie McReynolds, and Sally Pfieffer.

The RRT met monthly for training and to work through potential scenarios. We were asked for and provided support for two congregants.

# **Unitarian Universalist Congregation Annual Report May 2025**

## **Unitarian Universalist Young Adults (UUYA)**

### **CHAIR AND MEMBERS:**

#### *Leadership:*

Lucas Machi - Co-President \*retiring\*

Niko Rensberger - Co-President

Natalie Larsen - President Elect

Matthew Long - Treasurer

#### *General Members:*

Ally Dehoff

Ulee Forte

Alex Parkhurst

Alaska Parkhurst

Fox Chorine

Alex Dickerson

Rene´ Lowry

Mia Lazar

Ava Lazar

Maeve Rensberger

MJ Larson

Sam Tibbs

Nicholas Edwards

### **PURPOSE OF GROUP:**

The purpose of the Unitarian Universalist Young Adults Group (UUYA) is to create a space for young adults in their teens and twenties to create a community with Unitarian Universalist values. We exist as a safe space to exist and grow spiritually, and as individuals. We abide by the following covenant:

We covenant to create a community of young adults committed to inclusivity, self-actualization, and transformative social action. We will foster these values by engaging charitably with all, connecting to the wider intergenerational community, and maintaining respect for the interdependent web of life.

**ACHIEVEMENTS:**

UUYA Organized and hosted the first Young Adults Conference to be hosted at The Mountain Retreat and Learning Center!

UUYA has begun stewarding land on the UUC grounds as a collective

**LESSONS LEARNED:**

Communication is a vital part of a healthy community and conversations around purpose should happen regularly and openly.

**HOW THIS GROUP FURTHERS UUC'S MISSION AND VISION:**

UUYA embodies the church's mission to inspire, create, and transform! We act as a conduit to channel these values to a community of young adults that may not exist otherwise. We regularly practice UUYA values and work in direct partnership to help give back to our UU and larger communities.

**GOALS FOR THE COMING YEAR:**

We continue to strive to grow UUYA and establish a campus ministry with Virginia Tech and other universities so we can increase outreach and further connections. We also plan to send a large contingent of UUYAs to General Assembly this year, with multiple delegates! Our hope here is to connect further with YARN and further connect our church to the wider young adult community!

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**May 2025**  
**VICPP Liaison Annual Report**

**Purpose of the Liaison:** Connecting our congregation with our social justice advocacy partner in Richmond, the Virginia Interfaith Center for Public Policy (VICPP).

**Achievements:** Attended "A Day for All People," the VICPP event in which congregants are invited to come to Richmond for training and in-person advocacy at the General Assembly. Tabled at the "Do Something" social justice organization fair hosted at UUC.

**Lessons learned:** It is hard to get the word out for "A Day for All People," which takes place in January, while I am away from UUC celebrating Advent and Christmas at Blacksburg Presbyterian. I also dramatically underestimated the turnout at "Do Something" and had to get Jamie to make copies of my flyer for me.

**Expenses for the year to date:** Jamie made about 50 copies of my flyer for Do Something. I do not know the cost.

**How does the committee or group work to further our mission and vision?** We as a congregation have chosen to support VICPP, both financially and with the appointment of a liaison, because the policies they advocate in the areas of Racial Equity, Justice Reform, Economic Justice, and Health Equity align with our values. Their work at the General Assembly and around the Commonwealth bends the arc towards justice not just in Blacksburg, or in Richmond, but across the whole state.

In 2025, VICPP successfully advocated for:

- Support of labor and delivery wards in maternal care deserts
- Expansion of maternal care by allowing independent practice by certified midwives
- Provision of strategies to expand affordable housing to localities
- The establishment of a permanent Eviction Diversion Program
- Limiting the use of shackles on juvenile defendants
- A constitutional amendment that would automatically restore voting rights to felons who have completed their sentences
- Prohibition on the use of restraints on pregnant incarcerated women

**Goals for the coming year and how do they further our mission and vision?**

Work out more active promotion of A Day for All People to give our members tools and experience with representative democracy in action.

# Voting Rights Team Annual Report 2024-2025

**Committee Chair and Members:** Sara Dalton (Leader), Anna Vijayan, Jamie McReynolds, Carolyn Rude, Bob Stimson, Carol King

**Purpose of the Committee:** The purpose of the voting rights team, formed in January 2023, is to promote and encourage voting by members of our congregation as well as the larger community.

## **Achievements During the Last Year:**

- Facilitated our congregation pledging with Virginia Interfaith Center for Public Policy to become a 100% Voting Congregation and posted said banner.
- On multiple occasions, hosted voter information tables at UUC after Sunday service.
- Promoted the LWV and NAACP fall 2024 candidate forums.
- Hosted a Sunday Circle on Oct. 6 at which Carolyn Rude and Jamie McReynolds led a discussion of Tyranny of the Minority by Levitsky and Ziblatt
- Did a series of short voter information announcements for weekly newsletter and slides to be used prior to Sunday services.
- Kept non-partisan voting materials available and visible in our building and also provided voter information via a series of announcements in UU News and Updates.
- Posted voting information in quarterly newsletters, bulletin board and Facebook, making a point to inform our congregation of the three proposed Virginia constitutional amendments.
- Collaborated with community organizations as individual members were active in community voter information and voter registration events.
- Team members collaborated with other existing UUC groups such the anti-racism group and Defending Democracy helping to plan and implement programs and events.
- Co-ordinated a collaborative effort with the UUC congregation, the anti-racism group, a local social justice group (Our Bodies Our Choice), neighbors and friends for a Get Out The Vote campaign via Center for Common Ground. We mailed 3,700 post cards as a result of this collaboration. That collaboration also included securing additional funds for postage for our post carding via local donations and VA UUSJ.

- Followed General Assembly voter related legislation and sent alerts to team members and occasionally to public witness listserv.
- Participated in the April UUC Activities Fair

**Lessons Learned in the Last Year:** We experienced the power of collaboration on both the community level and in-house level. For example, an ad hoc voter related organizations group formed as follow-up to the Voting Rights breakout group from the initial Defending Democracy event and within that group we were able to participate in co-ordination of area voter registration drives last fall. Also, we witnessed the interconnected nature of our various social justice issues and how voting is a critical component for all social justice efforts.

**Committee Expenses for the Year:** We spent our entire budget for the get out the vote post card campaign.

**How the Committee Supports the Mission and Vision of UUC:** Our goal, to promote and encourage voting by members of our congregation as well as the larger community, stems from our 5th UU principle: “The right of conscience and the use of the democratic process within our congregations and in society at large.” Also, the activities of the Voting Rights Team align with our UU core values of justice and equity.

**Goals of the Committee for Next Year:** Our goals for the coming year remain the same with a continued emphasis on voting as a right, a responsibility, and a way to live our faith. We will continue our collaborative activities, internally and externally. Since Virginia has an election every year, we will be directing our attention to the fall 2025 election when the Governor, Lt. Governor, Attorney General and all 100 seats in the Virginia House of Delegates will be on the ballot as well as local offices in some jurisdictions. We will be encouraging our congregants to become aware of the proposed Virginia fundamental right to vote constitutional amendment (SJ2/HJ2 ) which we hope will be on the ballot in the fall of 2026.