

UUC Board Meeting Agenda
December 11, 2025
(Zoom Link) Location: UUC, Blacksburg, VA
Google Folder Link

We, the UUC Board, seek informed collaboration and clarity in our work of supporting UUC ministries. We interact with respect, trust, deep listening, and curiosity. We affirm one another, and maintain fierce dedication to diversity and inclusion in our commitment to the community we serve, recognizing experiences and perspectives from all.

We communicate directly and with courageous love. When it arises, we engage in productive conflict. We are focused, accountable, and authentic. We laugh together. We maintain the trust and confidentiality of board members' contributions and speak with one voice regarding board actions.

7:00 PM - 7:20 PM

- Chalice Lighting, Reading (Joe Cooley), Check-in
- Review and Accept Agenda

Present: Wayne Neu, Chris Long, Joe Cooley, Helen Renqvist (via Zoom), Andy Roberts (via Zoom), Pam Philips (ex-officio), Rachel Craine (ex-officio)

Meeting started at 7:01pm

Reading is by Alfred Tenneson (Joe)

Check in

Motion to accept agenda - Chris 1 Wayne 2 - Passes unanimously

7:20 PM - 7:30 PM

- Member Forum

Nobody present for the member forum. Members are wholly invited to come before the board if they would like board input or assistance.

7:30 PM - 7:35 PM

- Approve Consent Agenda
 - **Minister's Report**
 - **Administrator's Report**
 - **Director of Lifespan Faith Development's (DLFD) Report**
 - **Previous Meeting Minutes**
 - **Treasurer's Report**

Jenny is doing a great job at reaching out to the community. The newsletter articles are being spread to the public, which is exceedingly helpful even if the metrics don't feel impressive.

Motion to approve consent agenda - Wayne 1 Helen 2 - passes unanimously

7:35 PM - 8:10 PM

- Old Business
 - Update on trustees (Chris)
 - Update on auction (Chris)
 - Update on Endowment Committee chair (Chris)
 - Update on policy and procedures for Safer Congregations (Wayne)
 - Update on Strategic Plan (Chris)

Update on trustees

- Nancy agreed to be a trustee
- Pam will discuss with Judy

Update on auction

- Carol did a good job with the report
- There was a request to lower the goal to \$20k. The board was in favor of leaving it where it is.
- The staff hours can be expected again and will continue going forward. The requests on staff are "not burdensome."
- The auction is amazing in terms of the fun and the fundraising and is worth bragging about to the community.
- The board is in favor of starting to collect donations and reach out early.
- Pam is willing to contact businesses to collect the certificates from businesses instead of leaving that on a volunteer.
- The stress of the chair is important to note, but an extended deadline could reduce this stress of the position.

Update on Endowment Committee chair

- Chris will reach out to a potential new Chair

Policy Review for Safer Congregations

- There is nothing in there directly related to Safer Congregations, but there are two references to a Safety Committee Chair. This has to be updated.
- A discussion was had on whether to have it be a Committee of the Board or a Standing Committee. Current activity is treating it as a Standing Committee, which is what the Board agrees on.
- The Auction Committee should be moved to be a Standing Committee
- A discussion was had on what the Policies should task the committee to do and makeup of the committee. The Board agrees to work off the presentation from Lauren Oliver, the current chair of the committees.
- A discussion was had on the current status of the committee compared to the ultimate goal. An understanding was reached of how we can move from where we are now to where we want to be as well as the progress that is already being made.
- Wayne will work with the information collected and a vote will be held in January.

Update on Strategic Plan

- There was another response from another committee and discussion around other committees.
- A discussion was had around the process from last time, and the point was raised about potentially getting research assistance from the Committee of Ministries.
- An ad-hoc committee of the Board was discussed to help create the updated Strategic Plan.
- The impacts of growth, both positive and negative, need to be shared with the congregation to ensure the decision is made with the proper information.
- A discussion was had about the monetary requirements of our decisions.
- The importance of asking pointed questions was raised and will be factored into building the survey.
- A discussion was had around previous Strategic Planning committee members to be on the new ad-hoc committee alongside new members of the congregation.
- The decision was made to consider who would be good for this committee and make final recommendations next month.

8:10 PM - 8:40 PM

- New Business
 - Isabel Berney Award

- GA Amendments
- Stewardship - Who wants to be a steward?
- New Secretary

Isabel Berney Award

- The point was raised that it is time to start soliciting nominations for the award.
- A subcommittee of the board was formed last year and should be repeated per board discussion.
- The subcommittee will consist of Joe, Helen, and Andy, and previous year resources will be provided, following the Policies and Procedures (page 34).
- The subcommittee will solicit nominations, prepare final nominations by March, and will vote on the award in April.

GA Amendments

- [Proposed Amendment UUA Bylaws Ministry Compensation During Suspension 2025.pdf](#)
- [Proposed Amendment UUA Bylaws Ministry Suspension by MFC or BOT only 2025.pdf](#)
- [Proposed Amendment UUA Bylaws MFC Process for Interim Ministers 2025.pdf](#)
- The discussion as far as we know was discussed by the Board. The information was not gathered directly, so specifics will not be shared here.
- The merits of the amendments were discussed, but the point was made that voting to support the amendments does not mean the amendments will pass as proposed.
- Motion to support amendments - Chris 1 Joe 2 - passed unanimously

Stewardship - Who wants to be a steward?

- Chris
- Wayne
- Andy
- Helen
- The point was made that the budget is coming up and the board should prepare.

New Secretary

- Carolyn Kogan has to resign both as Secretary and as a member of the Board.
- The Members-at-Large were asked to potentially consider stepping into the Secretary position.
- A discussion was had to ask the Leadership Development Committee to propose a new Board member.
- Pam will ask Brian Mayer if there are any potential replacements. The Board members will consider potential replacements in addition to the Leadership Development Committee.

8:40 PM - 8:45 PM

- Upcoming meetings or special events
 - Jared's Holiday Concert - December 20
 - Christmas Eve Service - December 24

8:45 PM - 8:50 PM

- Check-out - Did we abide by our covenant?

8:50 PM

- Adjournment

Meeting adjourned at 8:53pm