

UUC Board Meeting Agenda
February 12, 2026
[\(Zoom Link\)](#) 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.

In attendance: Cassy Kost, Helen Renqvist, Wayne Neu, Rev. Pam Philips, Joe Cooley, Chris Long, Andy Roberts, Rachel Craine, Angie Burton

Recorder: Angie Burton

7:00 PM - 7:15 PM

- Chalice Lighting, Reading (Andy), Check-in
- Review and Accept Agenda - Amended to include the Isabel Berney Award
 - Motioned by Wayne, Seconded by Cassy, Accepted unanimously.

7:15 PM - 7:20 PM

- Member Forum - None

7:20 PM - 7:35 PM

- Approve Consent Agenda - moved by Cassy, seconded by Wayne. Accepted unanimously
 - **Minister's Report**
 - **Administrator's Report**
 - **Director of Lifespan Faith Development's (DLFD) Report -**
 - Propose a vote on transferring unused balances into a TRNA for OWL program and Playground upgrade
 - Motion to move leftover funds from OWL and playground to TRNAs
 - Motioned by Chris. Seconded by Andy. Accepted unanimously.
 - **Previous Meeting Minutes** - Board Priorities: suggest to remove the word "move" and address incomplete sentence: modify end of sentence to "genuine person."
 - **Treasurer's Report**

7:35 PM - 7:50 PM

- Old Business
 - [Vote on Policy review for Safer Congregations \(Wayne\)](#)
 - Safer congregations committee draft; accept as it stands into policy and procedures
 - Motioned by Wayne. Seconded by Chris. Accepted unanimously
 - Proposal to replace the Chair of the Safety Committee as the contact in an emergency to the Minister, DLFD, the Board President, as liaison in that order, depending on availability
 - Motioned by Wayne. Seconded by Chris. Accepted unanimously

- Update on Strategic Plan – (Pam)
 - Committee on Ministries happy to receive feedback on strategic planning
 - Ask congregation
 - Growth
 - Financial longrange planning
 - Facilities
 - Form subcommittee of Board? Or leave to the Committee on Ministries?
 - SWOT assessment: strengths, witnesses, obstacles, threats
 - Board and committees have created some questions
 - Propose sending questions to Committee on Ministries
 - Subcommittee formed: Wayne and Rachel
- Karaoke Night planning – pick a new date and sign up for things to bring
 - Friday, March 6, 7 - 9pm
 - Sign up for snacks
- Isabel Berney Award
 - Collecting nominations and bringing to board
 - Board will vote on top 2 - 4 nominees at next meeting
 - Deadline is March 1

7:50 PM - 8:45 PM

- New Business
 - 2026 - 2027 proposed Budget (Wayne)
 - 7.6% increase over pledges from last year to meet minimum this year
 - Finance committee recommending 6%, resulting in an approximately \$6200 difference
 - Largest section of budget: payroll
 - Requesting funding for intern
 - Could potentially use part of the sabbatical TNRA to help pay for the intern
 - Staff salary increases
 - Potential A/V stipend
 - Insurance increase
 - Mortgage increase
 - Buildings and grounds funding request
 - New rubber-coated metal picnic tables
 - Rekeying all locks and installing keypad(s)
 - Dues increasing 10%
 - Defending Democracy funding request: \$850
 - To support programming efforts and technology needs
 - Non-partisan organization
 - Could potentially take money out of Playground Upgrade Fund this year if we don't make fundraising goals
 - Potentially sending letters showing impact of giving
 - **Stewardship committee goal: \$422,000**
 - Wayne to communicate to Stewardship Committee
 - [Request to ordain Ellen Plummer](#)
 - Ordaining her alongside Lynchburg
 - Could potentially become an affiliate minister
 - Can perform weddings, preach some sermons each year
 - Fund to support ordination

- May 30
 - Motioned by Wayne. Seconded by Cassy. Accepted unanimously
- Eagle Scout Project for Carter Parrish
 - Eagle Scout project to make the area by the lower fire pit more accessible
 - George and Lucas have been in communication with Carter, along with Joe
 - Gravel would be preferred to current wood chips due to pest control
 - Costs are unknown at this time
 - Eagle Scouts fundraise and provide assistance for these projects
- Call for General Assembly delegates
 - Virtual this year; satellite location in Louisville, KY
 - June 14 - June 21
 - Advertise in March newsletter
- Board member to write newsletter article - Wayne, finance-focused

8: PM - 8: PM

- Upcoming meetings or special events
 - Rescheduled karaoke
 - Newcomers orientation March 14
 - Need one board member
 - Game Night March 14
 - Queer Book Club March 14
 - Pi Day March 14

8: PM - 8: PM

- Check-out - Did we abide by our covenant? Yes, agreement.
- Helen will do the next meeting reading.

8: PM

- Adjournment - Pam moved to adjourn. Extinguishing of the Chalice.