

**UUC Board Meeting Agenda**  
**January 08, 2026**  
**(Zoom Link) Location: UUC, Blacksburg, VA**

*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 (zoom), Helen Renqvist, Wayne Neu, Rev. Pam Philips, Joe Cooley, Chris Long, Andy Roberts*

***Recorder:*** *Cassy Kost for Carolyn Kogan*

**7:00 PM - 7:20 PM**

- Chalice Lighting, Reading (Rev. Pam), Rachel recovering from surgery. We are sending thoughts and good wishes.
  - Check-in
- Review and Accept Agenda - modified to add Isabel Berney Award discussion and alter order of discussion to accommodate member early meeting departure.
  - Moved by Chris, seconded by Andy. Accepted unanimously.

**7:20 PM - 7:30 PM**

- Member Forum - None

**7:30 PM - 7:35 PM**

- Approve Consent Agenda - moved by Chris, seconded by Helen. Approved unanimously.
  - **Minister's Report**
  - **Administrator's Report**
  - **Director of Lifespan Faith Development's (DLFD) Report**
  - **Previous Meeting Minutes**
  - **Treasurer's Report**

**7:35 - 7:50PM**

- *Old Business items to discuss sooner , due to member early meeting departure.*
  - Update on Policy review for Safer Congregations (Wayne)
    - Two formal proposals and one additional:
  - 1. Proposal to move Auction Committee to standing committee.
  - 2. Proposal to replace the Chair of the Safety Committee as the contact in an emergency to the Minister, then DLFD, then the Board President.  
Edits will be made and this proposal will be brought back to the Board next month for a vote.
- Board Priorities for Budget decisions
  - The Board discussed a possible investment in a ministerial intern. We have had a visiting minister that has significant experience.
  - The Board discussed a possibility to pay an A/V worker for tech and equipment related questions. There have been so many A/V related

questions and small challenges that this proposition to pay a small amount for assistance.

- There were suggestions to continue more investment into the escrow and to assist with the continued maintenance of the building and grounds. This was a welcomed and supported budget purpose to maintain the workings of our community building and grounds.
- A congregation member approached a board member to suggest that more money be added to the social justice line items (defending democracy). The congregation member was encouraged to bring this request at a Board meeting soon, before the budget is solidified at the annual meeting. The individual may come to the Board meeting to propose this next month.

\*Board continued on with the original set agenda items in Old Business.

*7:50 PM - 8:10 PM*

- Old Business
  - Update on Endowment Committee chair (Chris)
  - Update on Strategic Plan – choosing possible committee members (Pam)
    - Discussion and review of current plan with three main points. The survey questions identified the areas of growth and implications. The finance committee would like to know what the budget goals are. It was suggested that some of these questions are Board questions and not necessarily congregation questions. A Board member suggested to word these questions on a likert scale rather than open ended to help collect more specific data. The Board discussed ways that the survey questions could be asked, and emphasized the focal points previously identified (finance, growth, and facility needs). The Board reviewed the distributed survey for the previous Strategic Plan. The Board talked about having conversations and sharing groups around these three main topics. The Board will bring this to the Committee on Ministries and then communications about what is feasible. The Board decided on a survey and then to discuss discussion groups.
  - New Secretary
    - Carolyn Kogan has been granted a wonderful career opportunity that has come with more time commitment and can no longer serve as the Board secretary. We wish her all the best in her new job position. Consequently the Leadership Development Committee met last Sunday, January 4th to identify a list of possible members who can fill the position of Board Secretary. The top identified individuals were contacted and Angie Burton has graciously accepted the position.
    - Andy moved to approve Angie in the position of Board Secretary until the next annual meeting, Cassy seconded. This appointment was unanimously approved.
  - Isabel Berney Award
    - There needs to be a nomination process started so the Board can vote in March. The nomination form was reviewed from last year to possibly be used, and Jenny will send out in the newsletter. Pam will announce it during service as well so congregants know of the call for award nominations open.

*8:10 PM - 8:40 PM*

- New Business
  - Potential for new ministerial intern - Adding \$7000 would bring us up to \$11000 which is what is suggested by the UUA, but we don't necessarily have to have that amount. The minister's sabbatical fund still has funds that could be applied. Casey Akers has been suggested. They have served previously in a Methodist congregation and are finishing training in April and could start with us in May or June.
  - Karaoke Night planning - The Board discussed A/V, and contacting Lucas to consult for assistance. They confirmed the date and agreed that Elarth with the projector screen would work best for this event.

*8:40 PM - 8:45 PM*

- Upcoming meetings or special events - The UUYA Dance will be January 17th, and this weekend starts To Our House hosted at the UUC.

*8:45 PM - 8:50 PM*

- Check-out - Did we abide by our covenant? Yes, agreement.
  - Andy will do the next meeting reading. Cassy will let Angie know that she has been officially appointed by the Board to the position of secretary.

*8:50 PM*

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