

UUC Board Meeting Minutes
November 13, 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.

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

Recorder: Carolyn Kogan (via Zoom)

7:00 PM -7:20 PM

- Chalice Lighting, Reading (Carolyn Kogan), Check-in
- Review and Accept Agenda, passed unanimously

7:20 PM - 7:30 PM

- Member Forum - no additional members present

7:30 PM - 7:35 PM

- Approve Consent Agenda, passed unanimously
 - Minister's Report
 - Administrator's Report
 - Director of Lifespan Faith Development's (DLFD) Report
 - Previous Meeting Minutes
 - Treasurer's Report
- Finance report (Wayne)
 - Aimed at newer members to help understand financials
 - Pledge income looks healthy, a little lower than past average.
 - Half plate donations are encouraging
 - Vanguard dividends on pace
 - Auction successful; 15k collected of \$28,142 bid as end of October
 - UUA dues are a larger expense, paid monthly
 - Note: Collected dues to offset costs for RE programming in LFD are noted as a negative expense
 - "Playground Upgrade" of 2100 will cover extra mulch and more costs for upgrade
 - Auction income and stripe fee might be misleading—it is our best option for processing credit card payments; some individuals pay extra to offset the fee
 - A/V covers screens, cameras and other hardware/software
 - Review of Balance Sheet
 - Cash 25k-40k, rest in Vanguard acct (about 3.89%);
 - TRNA - temporarily restricted net assets - not available for general use

7:35 PM - 8:10 PM

- Old Business
 - **Strategic Planning Survey Discussion (Chris)**
 - Strategic Plan Committee Response document in Drive folder
 - Only three committee responses received thus far; hard deadline is by December board meeting
 - Subcommittee will narrow down committee submissions
 - These committee responses will serve as a mini pulse check of the congregation
 - **Update on trustees (Chris)**
 - Chris had a conversation with Nancy Bodenhorn; she will speak with Rev Pam further.
 - **Update on auction**
 - Jenny is working with the check deposits. We will complete outstanding amounts by end of November.
 - Auction committee to submit report within 30 days of auction close.
 - Final total is approx 28,142

8:10 PM - 8:40 PM

- New Business
 - **Safety Committee updates (Pam)**
 - Safer Congregations Committee - Lauren Oliver chaired meeting
 - 28 attended
 - Culture of Safety - physical, emotional and environment
 - Description of committee needs to be put into the policy in form of committee charge
 - Diverse perspectives of safety was a point of emphasis - reflected by diverse needs of congregation
 - Committee Participation Model - Committee Liaison, General Member and Skill/Expertise Contributor
 - First Priority - Assessing Risk as Low, Moderate, or High
 - Risk assessment template has been sent to each committee
 - Each committee needs to consider the categories outlined in the template to determine potential risks, impact, next steps, and responsible parties
 - Whole congregation climate and inventory survey to follow on an annual basis with improvement each year
 - How do people feel?
 - How do they understand/know policies?
 - Safer Congregation Policy Draft has been sent
 - Incentivize participants to complete surveys
 - Board to look at policy to close gaps where there aren't committees to cover this work.
 - **Endowment Committee Chair**
 - Bill Baker stepping down (notified board Nov 2024)
 - Endowment Committee is to promote the endowment
 - Carrying on the endowment policies
 - Should grow and give income that we could use
 - 54K is current endowment amount

- Managed through UU Endowment Committee - conservatively invested with small return
- A good candidate could be someone in development; someone who is interested in the operations of the endowment--how it can be structured; an encouraging and trustworthy individual. Our endowment is managed by the UUA endowment committee.
- Question: Is one of the charges of the committee to go and find potential donors?
- Actionable Steps- Chris to talk to Bill Baker about ideas; consider how to populate the Endowment Committee
- FYI: not everyone in the Directory is an official member of the congregation
- Vote on proceeds of 2025 Craft Fair going to Playground Upgrade Fund, passed unanimously

8:40 PM - 8:45 PM

- Upcoming meetings or special events
 - Newsletter article due November 20th
 - Open-ended to what the board wants to share, can feature the ongoing need to fulfill leadership roles
 - Cassy to write the article
 - "Transgender Day of Remembrance" (11/20, Thursday, 7 p.m.) doors open at 6:30 p.m.
 - The Auction Committee and all that participated deserve a shout out of appreciation for all that they accomplished.

8:45 PM - 8:50 PM

- Check-out - Did we abide by our covenant?
 - Next Steps
 - Joe will perform the reading in December
 - Rev Pam to contact Auction Committee for Report
 - Chris to talk to Bill Baker
 - All members to look through directories for Endowment Committee Candidates
 - Wayne to look at policy manual for safer congregation gaps

8:50 PM

- Adjournment