

UUC Board Meeting Minutes
September 11, 2025
Location: UUC, Blacksburg, VA

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

Recorder: Cassy Kost for Carolyn Kogan

Chris called the meeting to order. Chalice Lighting, Reading: "Toward Goodness"

Check-in

Review and Accept Agenda - Joe moved to accept, and Chris seconded. All voted to approve.

- Member Forum - no business.
- Approve Consent Agenda -
 - There was discussion about accuracy of August minutes regarding some ½ plate recipient statements. Minutes were amended to reflect the ½ discussion from the August meeting more accurately. Cassy moved to amend and Helen seconded.
 - Minister's Report
 - Administrator's Report
 - Director of Lifespan Faith Development's (DLFD) Report
 - Previous Meeting Minutes
 - Treasurer's Report
 - Chris moved to accept the agenda after the amendment and Cassy seconded. Board voted unanimously to accept the agenda.
- Old Business
 - Goal Setting for 2025 - 2026
 - A main commitment that the congregation previously spoke about was the Strategic Plan including growth of the congregation, finance plan, and facility planning. The second focus of the congregation included assistance with the ground and ground committee. The board agreed that the congregation's Strategic Plan needs to be solid and defendable.
 - Chalice Lighter Grant
 - Cassy recapped previous discussions regarding an elevator or shower for the building. This decision and choice should be brought to the congregation for final decision. Joe offered to do the ADA related research as that is in his wheelhouse of knowledge and work. The board agreed that the March 15th deadline is most achievable (over the Nov. deadline)
 - Finalizing the Board Covenant
 - The board members had no suggestions for change. Joe moved to keep the covenant the same, and Chris seconded. The board unanimously voted to keep the covenant the same.

- Previous Strategic Plan (Pam)
 - [Mission; previous congregation surveys \(May 2021\)](#)
 - Pam explained the process of the survey, assessment, and conversations had in regards to the previous Strategic Plan. The survey was completed by 109 members of the congregation. After the survey Pam and others who were involved reviewed the outcomes including statistical analysis of some contributed answers. Further they created a sheet that holds all steps taken to live out the Mission of the UUC.
 - The board discussed the storage of files, specifically google, and the need to make copies due to any documents that may be owned by others. This was in reference to some previous planning document.
 - After Pam described the previous journey of the Strategic Plan assessment, she moved to bring up the question of a committee/adhoc committee.
 - Charge a new committee for Strategic Plan?
 - The board discussed ideas of charging current committees with the three main points. They agreed that diverse and broad groups and committees need to be part of the planning process.
 - 'Cottage meetings' and listening circles could be tools of those creating the plan so that we are getting a very broad
 - Plan:
 - Charge facilities, finance, and communications committee to come up with survey questions to provide to the Board, and include with others strategic plan questions in a comprehensive survey to determine the focus of each goal and vision for the finance, facilities, and growth (communications).
 - The Board agreed this plan would build on the previous Strategic Plan Mission and vision, providing more qualitative and measurable goals.
 - It was discussed that committees could be charged and it's proposed that these committees will be invited to board meetings to report compiled information so that the committees can be a funnel to the Board creating a better line of communication informing the board of what the larger congregation would want.
 - Final - the board agreed that they would begin by emailing committees to provide input to the board on what they would like to contribute to the initial survey.
 - Cassy drafted an email and the board wordsmithed to better communicate our ask, having committees provide survey questions to better define our focus in the Strategic Plan. Cassy and Chris will finalize the email and get out to the board for approval within the week. Once we have approval from the board, we will send to committees and plan to have a deadline set for before the next board meeting.
 - Question regarding growth
- New Business
 - Board offering for auction - karaoke. The Board agreed that Karaoke is a good idea as the Board auction item. Cassy will organize with Chris and potentially Lucas Machi will help with A/V. Discussion of alcohol or no alcohol, logistics of

song choices, etc. The board set the Karaoke date for January 24th with a snow date of January 31st.

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- Upcoming meetings or special events
 - November 1st - Newcomer's Orientation
- Check-out - Did we abide by our covenant?
 - Yes. Rachel will do the next reading for October Board meeting.