

Harrisonburg Unitarian Universalists Board of Directors  
March 9, 2025

- 1) Greeting/Welcome/Check-in
- 2) Members present: Members Present: Nancy Barbour, Moderator; Rich Sider, Treasurer; Irvin Peckham, Secretary; Joanna Hoover ; Bill Weech; Jo Bowman; Rev. Janet Onnie, Minister; Tom Hook, Administrator
- 3) Reading: *Where there is discord may we bring harmony. Where there is error, may we bring truth. Where there is doubt, may we bring faith. Where there is despair, may we bring hope.* St. Frances of Assisi.
- 4) Approval of minutes -approved
- 5) Board Organizational Issues
  - a) Next Meeting – April 13, 2025
- 6) Short-term Issues:
  - a. Worship Committee report – Sandy, Tom
    - i. Adding members: Lee Anna will remain through May. Other names were suggested to personally contact.
    - ii. Lee Anna and Janet will coordinate contacting people to join. Meetings will be at 7:00 p.m. The team will choose a new leader to serve for one year with option of renewal up to three years. The team will revise the WC description in the HUU Manual to incorporate the role of a part-time minister. The team will send any revisions to Tom.
  - b. Hiring a DRE update – Jo and Irvin:
    - i. Jo reported no response from the one possible candidate.
    - ii. Rich drafted a new description of the position and will post the position on Indeed.
    - iii. Jo volunteered to write up something for E-news and to announce a new search.

- c. Developing relationship with Stephen City congregation to consider ministerial hire – Janet
  - i. Janet reported that the Stephens City congregation may not be looking for a new minister but Nancy will speak with their congregational President to see whether there is any possibility of moving forward with a partnership.
  - ii. Rich suggested we form a search committee and there was discussion on possible candidates.
  - iii. Rich suggested we publicize the search after the stewardship meeting. Our goal will be to have hired someone by next Sept.
- d. Nominating Committee development
  - i. Jo is completing her second Board term, Rich is completing his sixth term as Treasurer, and neither will be renewing. Nancy has decided to resign one year before her term ends to help establish staggered terms.
  - ii. We suggested a minimum of three for the Nominating Committee. Irvin volunteered to be the Board member. Nancy will ask members to volunteer.

7) Report from Reverend Janet

- a. Janet will be moving to Asheville soon. However, she is willing to continue her contract through August by spending one week per month in Harrisonburg, Sunday to Sunday, permitting her to speak two Sundays per month.
- b. Janet spoke about systemic issues at HUU that will need to be addressed as the congregation moves from lay to minister led.

8) Report from Finance Committee and proposed budget – Rich

- a. Rich reviewed the proposed budget.
- b. Jo reported that Amy has volunteered to organize the Auction.
- c. The proposed budget increase is primarily due to factoring in plans for a half-time minister to follow Janet.

d. The draft budget will be introduced to the congregation on March 23, Stewardship Sunday.

9) Revised Proposal for Building use from Cierra Harold - Nancy.

a. We discussed the revised proposal. The primary concern seemed to involve liability issues and impact on the RE program. Nancy will follow-up.

10) Long term issues:

a. Social Media presence – Nancy

i. Kim is interested in helping us out with this @ 4 hours a week. Nancy will follow up with this, discussing compensation with Kim.

b. Janet asked what the Board is thinking about continuing Paula's work with member engagement. At this point, it is being handled by Membership Committee volunteers.

Adjourned: 1:10

Respectfully Submitted

March 13, 2025

Irvin Peckham, Secretary