

UUSS BOARD OF TRUSTEES MEETING

Thursday, February 23, 2023, 6:30 p.m., via Zoom and in person

Minutes



Attendance

In-Person: Anara Guard, Susan Davis-James, Jed Shapiro, Marilyn Reynolds, Frances Myers, Roger Jones

On Zoom: Victoria Owens, Denis Edgren, Sally Wilkins

Guests: Molly Stuart, Leanna Pierson

Not Present: Hally Cahssai, Lucy Bunch

6:30 Anara Guard welcomed the board members and guests and established a quorum. Sally Wilkins read the chalice lighting. January meeting minutes approved with minor changes

Board Business

1. Recap of Leadership Event - Sally & Anara - The event was very well attended - at least 30 people including several new people. The plan is to have someone contact those who expressed interest
2. Update on Safety Committee/CPR & AED Training
 - a. No responses to the request in the board update for members who either are already trained or who would want to be trained. It was suggested that the request be included in the weekly message and possibly have a sign-up table after a service.
 - b. Anara asked for the Safety Committee Charter. Denis will look for it.
 - c. A member is interested in volunteering for the committee but wants to have a person who is not a UUSS member or friend serve as well. The board discussed and agreed that committee members should be UUSS members or friends and that non-member/friends can be used as resources for information
3. Delegates to GA - Sally
 - a. Sally reported that there are currently two delegates, Karen Gunderson and Rich Howard. We can recruit six more. She and Roger will create the application form.
 - b. Denis Edgen Moved/Victoria Owens Seconded/Board voted in favor unanimously the following:
 - i. **UUSS will offer to reimburse our eight GA Delegates for the cost of registration fee either for on-site or online participation. These funds will come from the Heritage Fund.**
 - c. Karen Gunderson will be co-leading the first of a series of discussions about Article 2 on Feb. 26, before church. She is creating a plan on how to educate/inform and solicit input from the congregation before GA in June
4. Board Finance Priorities
 - a. As part of the Board discussion of what to do with the large cash amount UUSS has at this time, Denis talked about the notes from the Endowment Committee in response to the Board asking what are the options for when the loan comes due in 2025. One possibility is to use the cash on hand to pay down the loan. To be discussed later.
 - b. There were concerns that the cash on hand is not earning much interest and would

earn more in the Endowment fund. Roger raised the issue that funds in the endowment are not very liquid and have more constraints. Frances suggested that there might be a more liquid option like a money market that would yield a better interest rate.

- c. Anara reported on possible APMC capital expenditures:
 - i. Hiring an architect to review the master building plan. The architect who created the plan has retired. Roger will reach out to him for a recommendation
 - ii. APMC is working with Magic Sun Solar about a solar array on the UUSS campus - will report back in March
 - iii. APMC has gotten a bid from Action Asphalt for various degrees of repairing and lining the current parking lot. The prices range from \$7,215 to \$24,867 depending on the scope of the work.

5. Personnel & Compensation

- a. Anara reported that the three person team for conducting minister evaluations would be Anara Guard (board), Mary Howard (committee on ministry) and a third person to be chosen by the ministers. The goal is to have Roger's evaluation in May, Lucy in July.
- b. Staff Compensation. Each year the ministers who supervise the various staff make recommendations for increases. For the past several years those increases have been the same percentage for all staff. In order to allow the ministers to consider merit and seniority when suggesting increases and also to let the staff and congregation know that the board prioritizes fair wages, Frances Myers moved, Jed Shapiro seconded/Board voted in favor unanimously the following:
 - i. **The UUSS Board of Trustees recommends that the ministers/supervisors and the UUSS Finance Committee consider a 5% to 7% increase for UUSS staff for the 2023 -24 budget. The ability to meet this recommendation will be based on the success of the annual stewardship campaign.**

- 6. Additional Board Business - Frances raised the issue of including a youth representative or family representative on the board. We need to have better structure and job descriptions of what their role would be. One idea is that attendance could be quarterly.

Treasurer's Report: Victoria Owens - Written report, finances look good.

Ministers' Reports - Rev. Dr. Roger Jones mentioned that there have been more activities happening on campus. All ages camp will be the second weekend in June at Camp Norge, people are needed to help organize and run the event. Chalice Camp will be in July, the theme will be climate. An offer has been made to a ministerial intern candidate, waiting for finalization.

8:10 Committee Substantive Issues if needed

- a. Program Council: Susan Davis-James - written report
- b. APMC (Administration and Property Management) see #4 above
- c. FRST (Fundraising Strategy): Jed Shapiro - written report

- d. Nominating Committee: Hally Cahssai - no report
- e. Racial Justice Committee: Frances Myers - written
- f. Social Justice Coordinating Council: Frances Myers -no report
- g. UUA Denomination Issues - Sally Wilkins - see #3 above

Next Meetings:

- a. Executive Board Meeting (via Zoom): March 13, at 5 pm
- b. Board Meeting (via Zoom & in person): March, 23, 6:30 pm.; March Chalice Lighting and Closing - Hally

Recap board decisions for February Monthly Board Update: Sally Wilkins

Closing: Sally Wilkins

8:30 Meeting Adjournment

Via email on March 8, the following Board action was moved by Anara Guard, seconded by Denis Edgren and voted 7 -1 in favor via email March 8, 2023 of allocating **\$22,182** for the bid from Sidewalk Safety to prep and seal coat the parking lot, as APMC recommended.