

UUSS BOARD OF TRUSTEES MEETING

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

Minutes



Present in person: Lisa Dahlquist, Susan Davis-James, Lucy Bunch, Leanna Pierson, Rosemary Dodd, Anara Guard, Jed Shapiro,

Present on Zoom: Denis Edgren, Sally Wilkins, Hally Cahssai, Victoria Owens,

Guests: Robin Visel, Annette Emery, Naomi Keller, Marion Randall

6:30 Anara welcomed board members.

Susan read centering piece for Chalice Lighting.

October minutes were approved with addition of Hally to attendees.

Board Business

1. Leadership recruitment discussion with nominating committee

Marion Randall, with other members from the nominating committee in attendance, reiterated that the goals of the nominating committee are to be more transparent and more inclusive. NomCom would like to have multiple candidates for a position and wants the Board's opinion on this change.

Marion noted that NomCom has identified several issues with our process so far:

- a. Historically, if a current elected leader stated they want to stay in the position, NomCom didn't actively recruit for candidates.
- b. The Constitution and by-laws say nothing about the nominating process and they would like to rectify that. NomCom members want to set up processes for those committee members who will serve later.

Some items discussed:

The need for a leadership development program to get new leaders up to speed.

Consider term limits.

Consider different terms for different positions. Positions that require more expertise, like Treasurer, could be 3 or 4 years.

Consider staggered terms for a position having a senior and junior member to create mentorship opportunities.

Rosemary noted that at the National UU level, contested elections and their role in democratic institutions, are a current topic.

Marion noted that we need to establish processes for contested elections.

The board discussed the topic and has the following recommendations for Nominating Committee for the next election cycle:

- 1) Not discourage but also not actively attempt to get two candidates for each position
- 2) Continue to focus on setting up the processes for competitive elections
 - Voting mechanisms
 - Sharing candidate information
 - Educating the congregation

2. Solar installation

Denis provided detailed information about the current proposal for Solar installation. Magic Sun provided the most comprehensive and cost effective proposal and Oscar from Magic Sun attended the meeting by phone to answer questions.

Victoria moved to have BOT enter into an agreement with Magic Sun Solar to proceed with installation per the current proposal. Leanna seconded. Motion passed unanimously.

3. Leadership message change to include info from UUA and PWR
Sally noted that there's no news to report from UUA. Jon Peterson (from PC) or Sally will select items that should go into the leadership message and send to Lisa to include in Leadership message that goes out the second Tuesday of the month.

Treasurer's Report: Victoria Owens - Written report

Victoria shared some numbers from the auction preliminary report and the auction exceeded its goal! Sally shared that there's a new cash counting team in place.

Ministers' Report - Rev. Lucy Bunch - Written report

Committee Substantive Issues, as needed

- a. Program Council: Susan Davis-James
 - Pacific Regional Assembly has training coming up
 - Theater One needs a new leader
 - Victoria will give a presentation to groups about the budget
 - Rosemary is going to work with Program Council to come up with a covenant template for the groups
 - PC is working on thank you letters to several folks who have contributed a lot lately to our congregation
- b. APMC (Administration and Property Management): Denis Edgren
 - Meadow project is mostly complete. Only phase left to do is the Green Circle. There may be a dedication in June.
- c. FRST (Fundraising Strategy): Jed Shapiro
 - Lucy talked to Fred about doing Fundraising for the Solar installation. The board discussed the topic and supports a fundraising campaign to fund ½ of the project. Jed will inform FRST.
- d. Nominating Committee: Hally Cahssai
- e. Social Justice Coordinating Council: Leanna Pierson
 - Discussing infrastructure, leadership, actions, and communications, including a Rapid Action Response. Would like to concentrate on local responses to national or international issues.
 - Wants to set up a discussion with BOT on parameters and boundaries for interactions with other groups and congregations.
- f. Safety Committee: Denis Edgren

- Discussing AB506 Compliance. Lucy noted that staff is working with our insurance company on this topic.

Board Update for November Leadership Update: Susan

Closing: Susan

8:30 Meeting Adjournment