

**UJSS BOARD OF TRUSTEES MEETING**  
Thursday, January 25th, 2024, 6:30 p.m., via Zoom and in person  
**Minutes**



Present in person: Lisa Dahlquist, Susan Davis-James, Lucy Bunch, Anara Guard, Sally Wilkins, Rosemary Dodd

Present on Zoom: Leanna Pierson, Victoria Owens, Jed Shapiro

Guests: Marion Randall, Karen Gunderson

6:30 Anara welcomed board members and guests.

Anara read centering piece for Chalice Lighting.

December minutes were approved.

#### Board Business

1. Justice and Equity Team (JET): USS's participation in the AMONG program  
Karen explained that JET would like to apply for the AMONG program, an organizationally focused program focused on anti-racist systemic change in our congregations. It's offered by Meadville Lombard Theological School.
  - JET provided details in a handout
  - 2-year process
  - 10-20 participants recommended
  - Karen noted that looking into criteria for Betty Ch'maj Events or Endowment funding is on the to-do list
  - Rev. Lucy noted that Endowment had approved funding for anti-racism work prior to pandemic and those funds were not spentThe purpose of this presentation was to socialize the idea to the board and get leadership commitment prior to the formal budget request .
  
2. Fundraising for Solar installation  
Fundraising will take place in February. Some funds already raised. Status of installation: currently doing some SMUD and county paperwork.
  
3. By-laws change process update  
Anara has heard from some congregants and will continue asking groups to review by-laws and recommend changes.
  
4. Recruit GA Delegates
  - Sally provided a handout with details on GA participation and some open questions.
  - Given our membership size, the amount of delegates is expected to be the same as last year.
  - Last year, there was some funding for delegate registration that came out of Heritage fund. It will be a Board decision how much it will be for this year.
  - Sally will come back to February meeting with some more detailed information about the plan to recruit, cost and funding.

5. Personnel Task Force

The task force will finalize the Employee Manual and compensation recommendations.

**The task force proposed having Juneteenth be a new paid holiday for staff. Victoria moved to make Juneteenth a paid holiday for UUSS staff. Sally seconded. Motion passed unanimously.**

Rev. Lucy went over the *UUA Job Level Rubric* and the *UUSS Salaries Compared to 2024-25 UUA compensation and classification guidelines* spreadsheet. The spreadsheet summarized the analysis done by the Task Force and provided information on what standards were used and how far current salaries are from recommended minimums.

This presentation was not a budget request, it was sharing Task Force recommendations.

Finance will work out details and come back to the board with a budget request.

6. Leaders' Meet and Greet will be on February 11<sup>th</sup>, after the service, in the Fahs room.

Treasurer's Report: Victoria Owens - Written report

Ministers' Report - Rev. Lucy Bunch, Rosemary Dodd – written report

Committee Substantive Issues, as needed

- a. Program Council: Susan Davis-James
  - There is currently a vacancy that PC is trying to fill.
  - Memorial Reception group is working with a coordinator
- b. APMC (Administration and Property Management): Rev. Lucy Bunch
  - Glory will give Victoria budget items.
  - Door openers waiting on a part to come in and then will be installed.
  - The meadow is almost completed; added pond for flood control.
- c. FRST (Fundraising Strategy): Jed Shapiro  
Not meeting this month
- d. Nominating Committee: no update this month
- e. Social Justice Coordinating Council: Leanna Pierson
  - BOT approved ceasefire letter in email in mid-January.
  - Action for homeless: county dropped their plan for restricting homeless camping
  - Council working on a Rapid Response system with Constant Contact
  - Council working on Rubric for short term and long range issues
  - Anara requested that SJCC record who the ceasefire letter was sent to
- f. Safety Committee: a written report will be sent

Board Update for February Leadership Message: Lisa

Closing: Anara

8:15 Meeting Adjournment