

**UJSS BOARD OF TRUSTEES MEETING**  
Thursday, February 22nd, 2024, 6:30 p.m., via Zoom and in person  
**Minutes**



Present in person: Lisa Dahlquist, Susan Davis-James, Jed Shapiro, Anara Guard, Roger Jones, Rosemary Dodd, Sally Wilkins, Leanna Pierson  
Present on Zoom: Victoria Owens, Hally Cahssai, Denis Edgren

6:30 Anara welcomed board members and guests.  
Susan read centering piece for Chalice Lighting.  
January minutes were approved.

**Board Business**

**1. Budget**

Victoria shared some numbers to get our staff compensation more in line with the 2024-25 UUA compensation and classification guidelines, based on the analysis done by the Personnel Task force and presented at the January board meeting. Getting compensation up to match the minimums for all our staff requires an additional \$69,000 a year, equivalent to a 14% increase in the compensation budget and 9% increase in the total budget. The congregation’s biggest expense is our staff compensation. The biggest portion of our revenue comes from pledge contributions. If our pledge contributions don’t grow by that percentage or more, Victoria noted a few other possibilities such as bonuses or setting longer term plans to get to the desired salary levels. Victoria will proceed with working on the compensation budget proposals using the UUA minimum guidelines.

**2. Stewardship Goal**

Stewardship Committee has set a bold goal of an increase of 15% to fairly compensate our staff. It will send a letter out to members outlining their current pledge and how much a 15% increase would be.

**3. Fundraising for Solar installation – status update: Fund is at 52% of goal as of 2/22. The project is moving ahead; currently working on SMUD paperwork.**

**4. By-laws changes – status update: Anara reported that the committee on ministry has some changes. Anara is meeting with Marion Randall from Nominating Committee to discuss changes to by-laws and constitution.**

**5. Recruit GA Delegates**

- Sally is planning to have a watch party but won’t know for sure until registration closes if it will happen
- Board members discussed paying for delegate registration and a small amount for watch party refreshments. Registration is \$280 if paid by March 15<sup>th</sup>. We will have 8 delegates. **Anara moved that BOT vote to allocate up to \$2,500 from the Heritage**

**fund for registration for 8 delegates and for refreshments. Jed seconded. The motion carried.**

Treasurer's Report: Victoria Owens - Written report

Ministers' Report - Rev. Roger Jones, Rosemary Dodd – written report

Committee Substantive Issues, as needed

- a. Program Council: Susan Davis-James
  - Pacific Western Region conference is April 19 & 20<sup>th</sup>. There might be a watch party here for the event.
- b. APMC (Administration and Property Management): Denis Edgren
  - Denis will send email with update
- c. FRST (Fundraising Strategy): Jed Shapiro
  - Pledge Drive theme is "Commitment, Love and Generosity". The goal is to increase the pledges to cover fair compensation for all our staff.
  - Next Auction is scheduled for November 9<sup>th</sup>, 2024. Jennifer Webb will co-chair.
  - Sales from the last art exhibit were very successful. We received ½ of the \$3000 earned.
  - New leaves were added to the donation tree.
- d. Nominating Committee: Hally Cahssai

NomCom finished sending letters to folks interested in running for office and they're working with people who have shown interest in future positions.
- e. Social Justice Coordinating Council: Leanna Pierson
  - Reaching out to congregational contacts of community partners; hoping to organize 2-3 events per year with the partners
  - Rotating responsibilities within the Council
  - Considering creating a monthly newsletter
  - Working to publicize events on the Social Justice webpage
- f. Safety Committee: Denis Edgren

Next meeting is Feb. 25<sup>th</sup>; did not meet in January

Board Update for February Leadership Message: Susan

Closing: Susan

8:10 Meeting Adjournment