

**UUSS BOARD OF TRUSTEES MEETING**  
Thursday, April 24th, 2024, 6:30 p.m., via Zoom and in person  
**Minutes**



Present in person: Susan Davis-James, Jed Shapiro, Anara Guard, Roger Jones  
Present on Zoom: Victoria Owens, Hally Cahssai, Denis Edgren, Leanna Pierson  
Guests in person: Marion Randall and Naomi Keller, Nominating Committee  
Guest on Zoom: Karen Sparrow, Nominating Committee; Randy Webb, Finance Committee

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

### **Board Business**

1. Nominating Committee presentation: Marion Randall  
Members of the Nominating Committee presented their Multiple Candidate process. The committee doesn't intend to actively recruit multiple candidates for a given position, but this process would be available if the need arises. The committee members believe that, even if this process were not adopted, incumbents should be required to run again, rather than their names be "taken off the table". *BOT vote:* Unanimous support. There was discussion related to how the process could be memorialized. It was suggested that the process could be documented via the log of BOT decisions, as an attachment to these minutes, on the UUSS website under "policies", and in Dropbox.
2. By-laws changes  
The final changes will be presented at the May board meeting, with a vote planned for June.
3. Budget  
Victoria presented a budget approved by the Finance Committee. The budget includes salary increases of 4, 5, and 6% for staff, the higher percentage for staff whose salary differs most from the UUA suggested minimum. It also includes a 7% increase in pledge income over last year, and the agreed upon equity adjustment for Lucy. The budget reflects \$818,515 in total income and expenses. *BOT vote:* Approve to present to the congregation, with one abstention.
4. Planning for May BOT and Congregational Meetings  
Lisa shared with the board tasks for the Congregational Meeting on May 19<sup>th</sup>. Anara will not be present for the May BOT meeting. Denis will run the meeting.

**Treasurer's Report:** Victoria Owens - Written report

**Ministers' Report** - Rev. Roger Jones (see attached)

**Committee Substantive Issues, as needed**

- a. Program Council: Susan Davis-James
  - Sean Fountain has offered to be the point person for a Thanksgiving dinner.
  - Camp signups are going well, with about \$4400 collected so far, and some 60 folks registered.
  - A new member reception is planned for June 23. Program Council will take the lead, but will ask Anara if additional assistance is needed.
  - Pam Martin has volunteered to assist in coordinating a reception for Doug Kraft on May 26, but she's looking for a co-leader.
  - The choral group of which member Joyce Ownbey is a member is planning to contract with UUSS to use building space for rehearsals and performances. It is estimated to bring in \$4000-4500.
- b. APMC (Administration and Property Management): Denis Edgren  
The solar project should be installed in mid-May, with projected operation June 1.
- c. FRST (Fundraising Strategy): Jed Shapiro
- d. Nominating Committee: Hally Cahssai
- e. Social Justice Coordinating Council: Leanna Pierson
- f. Safety Committee: Denis Edgren
- g. UUA and PWR: Sally Wilkins  
UUSS held a watch party on April 19 for the Pacific Western Regional Assembly. An intimate group listened to a fascinating talk by the UUA President and another UU leader.

Board Update for Leadership Message published in April: Hally  
Closing: Victoria

8:30 Meeting Adjournment