

UUSS BOARD OF TRUSTEES MEETING
Thursday, March 28th, 2024, 6:30 p.m., via Zoom and in person
Minutes



Present in person: Susan Davis-James, Jed Shapiro, Anara Guard, Roger Jones, Rosemary Dodd, Sally Wilkins, Leanna Pierson

Present on Zoom: Lisa Dahlquist, Victoria Owens, Hally Cahssai, Denis Edgren

Guest on Zoom: Sally White, Stewardship Committee

6:30 Anara welcomed board members and guest.
Lisa read centering piece for Chalice Lighting.
February minutes were approved with correction to clarify that the “sales from the last art exhibit were successful”.

Board Business

1. Stewardship Committee presentation, Sally White
 - The campaign will kick off on 4/7 and end on 4/21 with a celebratory cake.
 - The goal is a 15% increase in pledges to fairly compensate staff and ministers.
 - Letters will be going out to members in the coming week and they will include an information sheet and the specific amounts of their current pledge and the 15% increase amount.
 - Sally shared two information sheets that the committee is planning to have available as handouts at their table and to post on the website. Meeting attendees asked clarification questions and discussed the clarity of the materials and the messages in them. Sally will take back the feedback to the committee to make some modifications.

2. Approval for Rosemary Dodd, Ministerial Intern, to perform marriage ceremonies
Denis moved to have the BOT authorize Rosemary Dodd to perform marriage ceremonies starting today. Jed seconded. Motion passed unanimously.

3. By-laws changes
BOT discussed several proposed changes in the proposed version sent out by Anara earlier in the week. Anara and Roger clarified the reasoning and history of several changes. Anara and Leanna noted the feedback, will make changes, and bring the revised version for an approval vote at the April BOT meeting.

4. Solar update
The campaign surpassed its goal of raising \$40,000 and raised \$48,000, with donations ranging from \$20 to \$10,000.

5. Budget
Victoria developed a budget based on the BOT’s direction to increase staff salaries to UUA’s minimums. Even assuming a 15% increase in pledges, the budget produces a negative

revenue. Victoria also created a budget with a 4% salary increase (inflation is 3.2% this year) across the board that has a small surplus.

The board discussed various scenarios and options. Victoria will develop another budget that has tiered percentage increases for staff depending on their positions and their current salary deviation from UUA minimums. Roger suggested Victoria could present the budget with the gap (if there is one) at the congregational meeting as an aspirational budget.

6. Planning for May BOT and Congregational Meetings

Lisa and Anara have met and discussed tasks for the Congregational Meeting on May 19th. Anara will not be present for the May BOT. Denis will run the meeting.

Treasurer's Report: Victoria Owens - Written report

Ministers' Report - Rev. Roger Jones, Rosemary Dodd

The plate offering on Sunday 3/31 will be a special one, all going to the Nisenan Homeland Return fund.

Committee Substantive Issues, as needed

a. Program Council: Susan Davis-James

- Pam Martin is PC's new member.
- PC approved the covenant that they will suggest for their groups.
- They created guidelines for the Unsung Hero Awards.
- The Unitarian Universalists for Justice in the Middle East (UUJME) group is active.

b. APMC (Administration and Property Management): Denis Edgren

c. FRST (Fundraising Strategy): Jed Shapiro

d. Nominating Committee: Hally Cahssai

Deadline is tomorrow for folks interested in running for office to say yes and be on the ballot. NomCom is reaching out to all who showed interest and were invited to run for election. There are 3 spots on Board of Trustees, 3 spots for Program Council and 3 spots for Nominating Committee.

e. Social Justice Coordinating Council: Leanna Pierson

- Working on their charter

f. Safety Committee: Denis Edgren

g. UUA and PWR: Sally Wilkins

UUSS will hold a watch party on April 19 for the Pacific Western Regional Assembly.

Board Update for Leadership Message published in April: Leanna

Closing: Lisa

8:30 Meeting Adjournment