

UUSS BOARD OF TRUSTEES MEETING
Thursday, January 23, 2025, 6:30 p.m., via Zoom
Minutes



Present in person: Lisa Dahlquist, Lucy Bunch, Andy Cramer, Susan Davis-James, Roger Jones, Anara Guard, Dawn Huebner, Janet Lopes

Present on Zoom: Leanna Pierson, Sally Wilkins, Victoria Owens

Guest present for Pink Haven presentation: Lu Bunker

6:30 Susan read the opening and lit the chalice.

December minutes were approved with a correction.

Board Business

1. Pink Haven presentation

Dawn and Lu presented information about Pink Haven, a national organization that works with churches to form "Welcoming Villages" to support 'gender refugees.' The UUSS team would focus on families with trans or nonbinary children fleeing states that have become unsafe for them and/or where gender-affirming care is no longer available. The national organization is excited to have a Welcoming Village in Sacramento as California is a sanctuary state, and our region is considered relatively affordable.

This initiative has been discussed and approved by the Social Justice Coordination Council (SJCC), in their authority to approve new social justice groups.

Dawn and Lu will head this effort, working with a team of principals who will help organize the Welcoming Village and recruit volunteers. The goal is not to support families over the long term but instead to welcome and help them get settled.

We will officially launch on April 13 with a service led by Heather Vickery (from the Pink Haven national office). Heather will be available to meet with volunteers on Saturday, and after the service on Sunday (Dawn and Lu will organize and announce this). Tabling to recruit volunteers will begin in late March.

Andy proposed a resolution: The Board of Trustees supports the formation of a Pink Haven Welcoming Circle at UUSS. Victoria seconded. All in favor, none opposed.

SJCC was given the authority to approve new social justice groups and had already approved the Pink Haven proposal but the board chose to validate SJCC's approval with this resolution.

2. Rentals Task Force Update

Andy stated he needs to schedule the meeting of the identified interested or knowledgeable persons to start discussions on how to market and increase rentals.

3. Update on GA delegation

Randy and Jennifer Webb will participate and travel to Baltimore.

Roger and Sally will be hosting forums to answer questions: In person on 2/9 and on Zoom some evening after 2/9.

Registration fees go up at end of March.

Anara noted that in the past, we required a report out from the delegates. Roger will discuss with Sally what that should entail and to set expectations for it among the delegates.

4. Endowment loan status. Endowment committee will meet on 1/26, they need to find out how much was originally established in the endowment because that amount must remain. Victoria will have more details after the meeting on Sunday.

5. Workshop on Sat 4/26 about Congregational Conflict, in Davis. Teresa Cooley will lead the workshop about conflict and how it can be used for congregational transformation. UUSS would pay half of the honorarium (half of \$750). Maximum number of participants depends on the size of the room. Anara noted that by that date, Nominating will have a good idea of who has expressed interest in leadership positions and they can be invited. Next steps: wait for more details from Roger.

6. Safety Committee and Disruptive Persons Policy Update

Recent exchanges between Anara and some members of the Safety Committee have revealed a breakdown in communication between the board and the Safety Committee about the Disruptive Persons Policy. Discussion in email and during the board meeting pointed to having a small group conversation to repair the relationship, as the first step. Lucy recommends having a structured mediation approach, which she has volunteered to lead.

7:30 Administrative Report – Rev. Lucy Bunch

- Tax letters went out to contributors via snail mail.
- The staff is engaging in test of a calendar application associated with Planning Center software. The calendar package can be merged with Breeze.
- Listserv issues: Dirk reported to Lucy that he made some improvements but has not fixed it. He will come up with a workaround for active listservs this weekend. He

proposed to shift to a Microsoft system. He will send something to leads of all the groups to let them know. Aliases are working OK (email addresses without underscore) but listservs (email addresses with underscore) are still having issues.

- Rentals have increased.
- The custodial team is working well. Kenny is able to close up and is doing grounds maintenance.

7:40 Treasurer's Report– Victoria Owens

Written Report

Highlights:

- Rentals have gone up.
- Finances on track.

7:50 Ministers' Reports – Rev. Roger Jones, Rev. Lucy Bunch

- Written report.
- There is an overnight OWL retreat this weekend.

8:00 Committee Substantive Issues, if needed

- a. Program Council, Janet Lopes: PC has been regrouping. They have been working on their portion of the strategic plan. They are planning to work on it in the meeting next week. Janet noted PC had some concerns about the org chart and she will provide more information on that topic after the next PC meeting.
- b. APMC (Administration and Property Management), Leanna Pierson: APMC is doing well. Highlights:
 - They want to recruit members.
 - They want BOT input about tree leaning over neighbors' fence. APMC wants to formulate a letter, and have it signed by Anara representing the board. The letter may indicate that, given the neighbor's denial of access to cut down the tree, any damage caused would need to be covered by the neighbor's insurance, not UUSS.
 - Fund-a-need: Glory and Tiki are looking at an induction stove. It will require rewiring and Krystal is looking at that. They're also discussing the pass thru from kitchen to patio. There's a \$10K bid and they're looking at options.
 - Roger will talk to FRST about a fundraiser for a memorial wall.
 - Leanna will talk to Glory about who else should be trained as backup for Krystal for solar monitoring/issues.
- c. FRST (Fundraising Strategy), Dawn Huebner: FRST is seeing themselves as primarily focusing on the Auction and Stewardship Campaign and feel other

fundraisers are more in the scope of SJCC to calendar and support. Fred calendars the community partners events. Roger clarified that SJCC understands that they schedule various partners fundraisers. FRST also has other responsibilities: maintaining the Book of Recognition and Gratitude, Legacy giving appeal, and Annual Giving appeals.

Lucy additionally noted that SJCC has a charter for coordinating the social justice related activities.

Anara noted that the board liaison to FRST has heard this and can discuss with FRST a revision to the charter, if needed.

- d. Nominating Committee, Sally Wilkins: NomCom met Tues. They are tabling every two weeks, up to the middle of March. They have some names of folks interested in positions and they're following up with them.
- e. Social Justice Coordinating Council, Andy Cramer: SJCC is meeting monthly. It's an exciting large group. Some of their activities are in the ministers' report: Pink Haven, SacACT Lobby day for affordable housing, and sanctuary for refugees. JET are gearing up to look into structural racism issues and outreach to the congregation. They're trying to find a program through UUA but haven't found one. JET is looking into a portion of the strategic plan to provide feedback.
- f. Safety Committee, Susan Davis-James: discussed in Board Business agenda item 6 above.
- g. UUA and PWR, Sally Wilkins and Roger Jones: PWR is now a corporation that includes all congregations in the region. It's working on its organizational structure. PWR has a newsletter; the primary way that UUA interacts with congregations in the region.

8:15 Executive Session

- The board entered executive session to discuss compensation.
- Andy proposed that a subgroup of the board look at compensation over the next 3 years.
- No decisions to report out to the congregation or motions for a public vote came out of the executive session.

Board Update for Leadership Message published in February: Susan

Closing: Susan

9:10pm Meeting Adjournment