

UUSS BOARD OF TRUSTEES MEETING
Thursday, April 24, 2025, 6:30 p.m., via Zoom and in person
Minutes



Present in person: Lisa Dahlquist, Andy Cramer, Lucy Bunch, Susan Davis-James, Roger Jones, Janet Lopes, Victoria Owens, Dawn Huebner
Present on Zoom: Leanna Pierson, Sally Wilkins
Guest present on Zoom: Fred Pannek

6:30 Janet read the opening and lit the chalice.
March minutes were approved.

6:40 Executive Session: The board voted to accept the Staff Compensation Recommendation from the Compensation Task Force’s compensation plan.

Board Business

1. Strategic Plan Revisions – Report on email vote
Andy reported that he received edits and sent out the new version out in email. Board approved the final version in email. There will be a forum after service on Sunday, on the patio for folks interested in reviewing it and discussing it. There will also be an online forum the week of May 5th.

2. Endowment Loan Renewal
The Endowment trustees have drafted a new promissory note to extend the expansion and renovation loan to UUSS. The terms are the same as the original loan: 10 year term, 1% interest, payments of the interest only. Victoria and Lucy explained that the option to extend the loan instead of forgiving it was for two primary reasons: 1) The endowment trust cannot spend more than its corpus and the documentation is not clear enough to determine the exact corpus of the endowment, and 2) an extension instead of forgiveness provides more flexibility to preserve the money in the endowment for future needs. The option to forgive the loan, in part or in its entirety, remains open. Lisa moved to authorize Anara, our board president, to sign the promissory note on behalf of UUSS board. Janet seconded. All were in favor, none opposed. The motion carried.

3. Disruptive Persons Policy
Susan presented the draft Disruptive Persons Policy. Comments included:
 - The document doesn’t address forming the Congregational Safety Panel. Once the policy is approved, we will define who should be on the panel.

- Discussion and clarification about the “return to the activities involved” phrase in the “Immediate Response to Disruptive Behavior” section. A change to “return to involvement in activities” was recommended.
- In “Levels of Response” section, the plan for return should be “created” or “defined” instead of “negotiated”.

There were several other edits and comments that Susan has noted for the next version.

4. Budget Recommendation for vote in Congregational Meeting

Victoria presented the Budget. It has been reviewed and recommended by the Finance committee. The budget assumes we will implement the first year of the compensation plan and fund ½ of the stipend for the intern. Housing allowances for ministers are changed per IRS regulations. (There is no difference in the total minister compensation in the budget, the housing allowances change involves different allocation of the total compensation). Victoria explained that the Capital Outlay item represents 2% of the total budget. To meet the constitutional requirement, it runs through the organizational budget. Insurance and taxes went up. Lawn care is coming out of the janitorial budget. The grouped classes of income and expenses will be presented at the congregational meeting. The more detailed budget will be available on the website, under the link that requires the user to ask for the password. The detailed budget will be available at the forum. Roger recommended that we hand out the 1-pager at the congregational meeting. Victoria offered to summarize the budget for inclusion in the Congregational Meeting Packet.

Victoria made a motion to approve the ministers’ compensation housing allowances:

Rev. Dr. Roger Jones: \$48,000

Rev. Lucy Bunch: \$43,296

Susan seconded. All in favor. None opposed. Motion carried.

Victoria moved to have the board recommend the 25/26 budget for a vote at the Congregational meeting. Janet seconded. All in favor. None opposed. Motion carried.

5. Plan Congregational Meeting

Lisa and the board went over the Congregational Meeting spreadsheet and assigned folks to the different roles needed. This meeting won’t have sign-up sheets. Instead, we will have counters (Sally, Susan, Janet) who will count members up to the quorum number. Once it’s established that we have a quorum, we don’t have to count further.

Other roles:

Zoom monitor: Janet

Microphone runner: Dawn
Chalice Lighter: Leanna
Minutes: Fred Pannek

7:40 Administrative Report – Rev. Lucy Bunch

- Everything buzzing along nicely.
- Rentals are busy; have had complicated 3-event weekends. Custodians and Krystal are performing that work.
- Staff is transitioning to new calendar system.
- Debrah is keeping up with pledge data.
- Homeless population is fairly stable.

8:40 Treasurer’s Report– Victoria Owens

Written report. No concerns about any categories in either income or expenses.

8:45 Ministers’ Reports – Rev. Roger Jones, Rev. Lucy Bunch

Written Report. Note on report: there will be a guest preacher from the Philippines the last Sunday in June. The whole offering on that Sunday, which is the 5th Sunday of the month, will go to support the church in the Philippines.

8:50 Committee Substantive Issues, if needed (written reports)

- a. Program Council, Janet Lopes: PC approved a new church group called the Young Adults Group for people 18-40. There are currently 20-30 members. All Ages Camp planning is going well. Registration will begin soon. Pathways cards are being updated and given a new trifold brochure format. PC will work with Dirk on updating groups on the website. The goal is to complete this work by the 5/18 Congregational Meeting. Sean Fountain will give the PC presentation at the Congregational Meeting.
- b. APMC (Administration and Property Management), Leanna Pierson: Glory is requesting permission from the County for the induction stove. Lucy explained that because we have a commercial kitchen, the stove has to meet requirements and currently no induction stove meets the requirements. Glory is making a case for it with the county.
- c. FRST (Fundraising Strategy), Dawn Huebner:
Review of status of pledge drive (as of 4/18):
 - Goal is 310 pledging households (vs. 308 last year); 350 letters sent
 - 218 pledging units so far, including 31 new
 - \$559,470 so far; average \$2,566/household

- 5.19% increase in average pledge compared to last year
- 75+ people to follow up with

Memorial Wall Update: No longer anticipating rollout prior to Memorial Day. New date TBD. Goal is to raise funds in November auction. Committee will visit Davis UU Memorial Wall and discuss other design options.

Stewardship has requested a member of FRST to attend their meetings; Annette will serve as liaison in the coming church year.

Stewardship is hoping to recruit additional members, discussed options about how to do it.

- d. Nominating Committee, Sally Wilkins: no report, work completed for this year.
- e. Social Justice Coordinating Council, Andy Cramer:
SJCC approved a fundraiser concert request for Pink Haven on May 25th at UUSS. SJCC is exploring if our advocacy can be expanded to include City Council and County Supervisors. JET is sponsoring an online workshop on May 3rd titled “Race and Identity: What’s your story”. The next lobby day with Sac ACT is on May 28. The Family Promise drive was successful and 22 UUs attended the Family Promise dinner.
- f. Safety Committee, Susan Davis-James: Susan reported that she hasn’t heard back from Safety Committee about the Safety Committee Charge document. There is an update to include participation in the panel for disruptive persons. It will be discussed in the meeting on Sunday.
- g. UUA and PWR, Sally Wilkins and Roger Jones: The Watch Party for this year’s GA Convention is in place. The delegates are Patty Innes, Jennifer and Randy Webb, Sally Wilkins, DJ and Diana Quinn. The Ware lecture watch will be held in the Welcome Hall, on Sat. 6/21 at 5pm with light supper provided by Sally Wilkins and Fred Deneke.

Because of conflicts, the Board Retreat will be moved from Sunday, July 12th to August 16th. Andy will check in with Emily to see if that works for her. The new members orientation will be in June.

Board Update for Leadership Message published in April: Janet

Closing: Janet

8:00pm Meeting Adjournment