

**UUSS BOARD OF TRUSTEES MEETING**  
Thursday, March 27, 2025, 6:30 p.m., via Zoom and in person  
**Minutes**



Present in person: Lisa Dahlquist, Anara Guard, Andy Cramer, Susan Davis-James, Roger Jones, Janet Lopes, Victoria Owens, Sally Wilkins  
Present on Zoom: Leanna Pierson, Lucy Bunch  
Guest present in person: Meg Burnett  
Guests present on Zoom: Emily Moran-Vogt, Patty Innes

6:30 Sally read the opening and lit the chalice.  
February minutes were approved.

**Board Business**

1. Proposal for Sanctuary Congregation

Meg Burnett reviewed the written proposal that included details on labeling private and public spaces, allowing use of UUSS addresses for mail, and supporting the legal efforts of the denomination. The request to the board is that we proclaim this campus to be a permanent sanctuary for refugees. Meg and Roger answered questions about the proposal and what its implementation would look like. Questions and discussion items included:

- Do greeters and staff know what to do if immigration officers show up to detain a person? Meg stated that they would be trained.
- This proposal doesn't involve harboring persons on campus. Members have offered their homes, if necessary.
- Does the private space need to be dedicated private space? Can the sanctuary and other areas that are used for public events be labeled private when not used for public functions? Meg stated that she would research and get clarification.
- Is there legal counsel we can consult about the open questions and specifically the private vs. public space designations? Meg stated she knows attorneys she can consult.
- Is the sanctuary for all in the community or for specific people? Meg clarified that its for the specific folks listed in the proposal but that there can be exceptions.
- Roger noted that there is currently a lawsuit winding its way through the courts challenging the current administration's rescinding of the sensitive areas policy on the grounds that it violates the right to free exercise of religion.
- Do we need to inform the congregation of the details of this proposal? Meg noted that her refugee team is available to do that; there are 300 people on the refugee support email list.

SJCC has already approved this proposal.

Andy moved that the board approve the proposal for designating our campus as a sanctuary. Sally and Leanna seconded. All ayes, none opposed. Motion passes. Meg will update the Board with answers and additional details in April.

2. Rentals Task Force update – Andy stated that there is no update tonight

3. Update on GA delegation

Sally reported on the registrants to date:

- Randy and Jennifer Webb are attending in Baltimore
- Patty Innes, DJ and Diana Quinn, and Sally Wilkins are registering for virtual attendance

If you hear of anyone interested, pass on their names to Sally. The board will support their registration up to \$410 per person.

Sally reported that the FAHS room is reserved for the 4 ½ day period for virtual attendance.

4. Strategic Plan Revisions Draft

Andy went over the current draft of the revised strategic plan, highlighting the main changes. The revision will be presented to the congregation for approval during the May 18<sup>th</sup> Congregational Meeting. He noted that the Goals and Objectives are what's being put up for approval. The action plan is not binding; it's a list of ideas of how to implement the goals and objectives and reflects the current direction. The revision group looked at what was done over the last five years, if any of the action plan items were completed, and if they were still relevant. If an item in the action plan was accomplished, it was deleted. But most action plan items are ongoing. Some questions and discussion items:

- Emily noted the action plan seemed vague. Her experience with community groups has been that the more specific the plan, the more successful it is.
- Goal 2: nothing has significantly changed but the action plan reflects some small changes from JET.
- An Assessment item has been added to the Action Plan for all the goals. Lucy noted that the Assessment item is intended to gauge how the current organization and infrastructure should change to support the goals.
- Goal 3 has input that's very specific for JET. There was discussion about Action Plan item 5 and commitments to review or revise governing documents. BOT will continue to welcome suggestions from JET and other teams in reviewing governing documents.
- Victoria noted that the Constitution and By-laws are not the right place for detailed documents for action.

- Roger commented that PWR is using “sociocracy”, moving away from Roberts Rules of Order and more formal processes for discussion and decision-making, and towards more decentralized and collaborative styles. He suggested its ideas can be considered for this type of work.
- Discussion of replacing language about 8<sup>th</sup> Principle with “racial justice commitments in the current Article II”.
- Goal 4 had some input from PC for the First objective. Revised third objective. Next Steps: Andy will clean up the revision copy with inputs in this meeting and in emails. His plan is to finalize the revision in email so it can be publicized to the congregation prior to the deadline for the congregational meeting packet (packet needs to be sent out/posted on web 3 weeks prior to meeting, on April 27th). Lucy recommended that the revision group engage with the congregation after the revision vote to review and provide input to the Action Plan. Emily noted that new members are very interested in understanding and engaging with the strategic plan.

#### 5. Staff Compensation Recommendation

Written report.

Andy explained that the UUA compensation guidelines have changed. We were making progress towards getting our staff up to recommended levels but guidelines were revised. Victoria, Lucy, Andy and Marion Randall worked on the Draft *Compensation Task Force Recommendations* to provide direction to support budgeting and stewardship. The group is sharing this preliminary draft for input. It still needs to be finalized with dollar figures but Andy shared that based on rough numbers, we have a shot of accomplishing our goals.

Victoria noted that next month they will bring the proposal with dollar figures and impact on the budget for the next year.

In the April BOT meeting we will have an Executive Session to discuss the final recommendations.

#### 6. Charge for Safety Committee

Members discussed the draft that Susan shared in email. Comments included:

- Lucy noted that there are many items that can fall under safety and identifying categories would be helpful: health, building safety, policies related to persons. She can provide more detailed comments outside the meeting.
- Janet commented that Glory has a lot of old emails that can be used for input.
- Folks will provide input in email.

- BOT's commitment in meeting with Sean Fountain of Safety Committee is that BOT will provide charge and discuss it with all the committee members.

#### 7. Multi-Candidate Elections

There is one slot that has two candidates. NomCom's position is that BOT needs to work out how to carry out the multi-candidate elections. There is still some discussion about making candidates aware of committee and task force leadership positions. Emily suggested a voting mechanism: set up several voting stations with laptops, available after members check in. BOT will discuss congregational meeting plans, including elections, in the April Executive Committee and Board meetings.

#### 8:30 Administrative Report – Rev. Lucy Bunch

- We have achieved the rentals booking goal!
- Staff is testing a new calendar program. They will share results with BOT after testing.
- We are transitioning from grasshoppers to staff for grounds maintenance. It hasn't added much to the expense budget because we had janitorial hours budgeted that are being used.
- All insurance policies are coming up. Some items may come to BOT, after APMC action.

#### 8:40 Treasurer's Report– Victoria Owens

Written report. Budget is in good shape. There is still Endowment money this year to be distributed to appropriate projects. Deadline is June 1st for applications.

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

Written Report.

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

- a. Program Council, Janet Lopes: PC continues to explore their Charge, Group Guidelines, & Covenants. They're also continuing work on helping make our systems more accessible to members and visitors who have mobility issues. It's been frustrating for them to get feedback on how best to accomplish this. Both Brew Crew and Greeters are understaffed. Pie Day and the Plant Exchange were very successful.
- b. APMC (Administration and Property Management), Leanna Pierson: Fund-a-need induction stove is help by Sacramento County as UUSS' status as a commercial kitchen required an environmental review to change out the stove. Glory has composed a letter to the County explaining reasons why this change should be exempt. Project is held up for now. When project goes forward, it may need about

\$3,000 from Endowment Trust. APMC will ask Endowment Trust if this can be funded this year or if the request should be put in for next year. Kitchen window project must wait until stove issue is resolved. APMC will ask Brew Crew if they want the window (or possibly a door). First bid was expensive and haven't gotten other itemized bids. Memorial Wall group hasn't met yet.

- c. FRST (Fundraising Strategy), Dawn Huebner: FRST hasn't met since last board meeting. It's continuing to track the timeline for the Pledge Drive, and a subgroup has formed to work with Rev. Roger and Rev. Lucy on the Memorial Wall.
- d. Nominating Committee, Sally Wilkins: Nom Com has a full slate of candidates, which they will reveal on April 15<sup>th</sup>. Bio Boards will up for display on April 27<sup>th</sup>. There is a meet the candidate event on May 4<sup>th</sup>.
- e. Social Justice Coordinating Council, Andy Cramer: SJCC met in early March. The Lobby Day on March 3 to advocate for legislation in support of the unhoused and affordable housing was a success! The next Lobby Day is being planned. Meg Gunderson will test the use of opt-in texting to communicate with participants. Planning for the role-out of Pink Haven is ongoing. It will be the topic of the service on April 13. Drives in support of our community partners are ongoing, and the UU the Vote has restarted. Efforts to improve organizationally are continuing (onboarding of new members to SJCC, communication with social justice groups, process for new groups, etc.).
- f. Safety Committee, Susan Davis-James: Draft Charge discussed in Board Business. Rev. Lucy, Leanna, and Susan are meeting tomorrow to work on Disruptive Persons Policy.
- g. UUA and PWR, Sally Wilkins and Roger Jones: UU GA updates discussed under Board Business. PWR's Annual Meeting is on May 29<sup>th</sup>. UUSS has 8 delegate slots. Sally will attend a PWR Webinar on 4/3 with theme "Responding to Now".

Board Update for Leadership Message published in March: Sally

Closing: Sally

9:00pm Meeting Adjournment