

UUSS BOARD OF TRUSTEES MEETING

Thursday, July 24, 2025, 6:30 p.m., via Zoom and in person

MINUTES



Present in person: Andy Cramer, Janet Lopes, Fred Pannek, Patty Innes, Emily Moran-Vogt, Rev Lucy Bunch

Present on Zoom: Victoria Owens, Sally Wilkins, Dawn Huebner, Mathew Espinosa-Castro

6:40 PM: Andy called the meeting to order and offered the centering for chalice lighting. The Board approved June minutes with corrections.

Board Business

1. Open/Close and Leadership Message Assignments

Review and discussion of monthly assignments. Victoria offered to act as a substitute if needed.

2. Review of Board 2024-2025 Goals

Andy provided a written recap of the previous Board goals and accomplishments. Andy asked that Board members to think about 2025-2026 goals for further discussion during the Board retreat on August 16th.

2024 – 2025 UUSS Board of Trustee Goals and Accomplishments

Goals:

1. **Improve communication.** Includes:

Creating FAQs (status: pending)

Revamp/improve the website (status: likely upcoming)

Create documentation for groups (status: no action taken)

Social media task force (status: no action taken)

2. **Strategic Plan:** (Status: Revised Strategic Plan approved in May 2025)

Review and evaluate

Determine next steps

Resource options

3. **Consider income streams?** (status: Rental Building task force established)

4. **Explore what it means to update the Master Plan** (status: no action taken)

Other Actions Completed:

- Safety Committee Charge
- Disruptive Behavior Policy
- Compensation Plan

3. Rental Building Group update

Janet provided an update on the work of the Rental Building Group. Due to issues with the website, a prototype of proposed additions and revisions to the Facilities Rental web page has been postponed. Janet reported that Krystal has set up UUSS on the Zola.com website, <https://www.zola.com/wedding-vendors/wedding-venues/universalist-unitarian-society-sacramento>

The Rental Building Group would like to have Google Analytics information pertaining to the Facilities Rental page, to develop targeted marketing strategies. To enhance social media marketing, better photographs of the UUSS facilities are needed, including actual event photographs. The group is researching rental opportunities for outside groups and organizations in addition to wedding/party bookings.

4. Memorial Wall Update

Rev Lucy and Dawn reported that the Memorial Wall Committee was meeting on July 30th, and further updates will be provided at the August Board meeting.

5. Micro Forest Initiative

Rev Lucy reported that Sacramento Friends (Quaker) are developing a Micro Forest program, of which several UUSS members are engaged with. At Sacramento Friends request, Rev Lucy wrote a letter of support for the project.

6. Website Update

Rev Lucy reported that the recent issues of functionality of website have been resolved by Dirk. The site is currently stable and functioning, however the site is 12 years old, and any significant revisions or enhancements to the site are not possible. Rev Lucy suggested that the Board consider the need for a new website. It was suggested that a task force be formed to explore options, and Mathew offered form the task force. After discussion Emily provided a motion to create a Website Task Force, which was seconded, and the motion was approved. Emily agreed to a limited role on the task force. The Board agreed to ask Program Council for input, and Lucy will ask Dirk about his potential role in supporting the task force.

7. Board Retreat Planning and Committee Liaisons

Andy confirmed August 16, 2025, from 9:00 AM to 1:00 PM for the Board Retreat. Andy outlined the Committee Liaison role and asked Board members to be prepared to select a committee at the retreat. 2025-2026 Board goals will be developed during the retreat.

Administrative Report

Rev Lucy reported that UUSS employees were pleased and grateful for the compensation adjustments for 2025-2026. Rev Lucy reported on the recent website issues and detailed how these have caused the delay in the release of the new calendar software, now scheduled for release in September. A confidential personnel issue was discussed.

Rev Lucy reviewed the renovation of classroom 12 and noted that a request for funding to complete this project would be forthcoming. She also reported on new building rental clients such as Alanon meetings and movement classes.

Rev Lucy reported that the new refrigerator, freezer, and warming oven have been installed. The cost of the new stove has been locked in but not yet purchased, as we need county approval on installing the electrical current needed for the induction stove.

Treasurer's Report

Victoria reported the good news of a \$59,900 2024-2025 Budget surplus, and the Board shouted a collective Woo Hoo! Possible uses of the surplus was discussed but action was not taken pending the recommendation of the Finance Committee, which will be presented at the August meeting. Victoria's detailed report is included in the minutes as an attachment.

Minister's Report

Rev Lucy submitted a written report. Lucy praised our increasing membership and budget growth at a time when many other congregations are struggling.

Rev Lucy reported on the upcoming launch of Soul Matters 2025-2026, Summer RE attendance, upcoming Camp Norge weekend, and SJCC retreat.

Ministers' musical chairs: Roger is on vacation in the Midwest until July 30. Lucy returned from vacation last week. Lucy then goes to Spirit Rest retreat in the last week of August.

Committee Substantive Issues

Program Council: Janet reported that Sean Fountain will serve as chair of the Program Council, and that PC Activity Fair is set for Ingathering Sunday, September 7th.

APMC: Rev Lucy provided an update on the new refrigerators and induction oven.

FRST: no report

Nominating Committee: no report

Social Justice Coordinating Council: Andy submitted a written report:

Subject: SJCC Board Report - July 2025

SJCC held a planning retreat on July 16, Key items discussed:

- A team is developing the infrastructure and policies to support rapid response by our social justice groups to urgent issues.

- SJCC is planning to provide the congregation with a slate of Community Partners for 2025 for their approval at the Congregational Meeting in October.

- SJCC is planning a Social Justice Activity Fair. Likely on October 12.

- SJCC continues to look at strategies to increase congregational involvement in social justice work.

Also, in August, SJCC will be discussing a proposal to sign the Faithful Majority Pledge. A recommendation to the Board regarding that is likely to follow.

UUA and PWR: Sally submitted a written report:

The five GA delegates to UUA GENERAL ASSEMBLY this year. Met at Fred Pannek's home two weeks ago to discuss the conference and discuss takeaways.

#1: we decided to show the WARE lecture on August 12 in the great room as one area of interest. The five of us are working with Dirk to be sure we can zoom the lecture into our space.

#2. Randy Webb is interested in looking into the "emerging adults" programs Already in existence within some UU churches.

#3. All 5 delegates are looking at ways to incorporate the 3 Actions of Immediate Witness into our congregational life as well as beginning to talk about the CSAI that was voted on.

The 3 Actions of immediate Witness: affirming immigrants; defiance of authoritarianism; defending LGBTIQ in this time of defunding, etc.

Congregational Study/Action Issue (CSAI) to be studied for 3 years: the abolition and/or transformation of our prison systems.

Leadership message: Topics for inclusion in the August Leadership message were discussed. Dawn will write the August message.

8:40 PM: Andy offered the closing and meeting adjourned.

Next Meetings

- a. Executive Committee Meeting (via Zoom): Tuesday, August 12th, 5 pm
- b. Board Retreat (in person): Saturday, August 16, 9 am – 1 pm
- c. Board Meeting (via Zoom & in person): Thursday, August 28th, 6:30 pm

