

UUSS BOARD OF TRUSTEES MEETING

Thursday, July 23, 2026, 6:30 p.m., in person and **via Zoom**
MINUTES



In Person: Andy Cramer, Fred Pannek, Karen Smith, Patty Innes, Roger Jones

On Zoom: Ted Scott-Femenella, Victoria Owens, Emily Moran-Vogt, Lue Bishop

Not Attending: Mathew Espinosa-Castro, Lucy Bunch

6:39 Welcome to Board and guests/Establish Quorum: Andy
Chalice Lighting and Centering: Andy

6:40 Board approved June minutes

6:41 Board Business

- Endowment Loan Status

Victoria provided information for new Board members detailing the current Endowment Loan. Further, Victoria described an option of asking the Endowment Trust to accept a \$100,000 payment from UUSS to pay off the current loan. Victoria confirmed that the offer has been discussed with the Endowment Trust and reported that the Trust is looking into possible legal concerns. Victoria is preparing a formal payment proposal which will be presented to the Board at our August meeting.

- 2025-2026 Budget Surplus

Victoria provided a written document detailing the surplus, which is included in these minutes. Victoria advised the Board that at the end of the fiscal year, there is a \$50,850 surplus. Victoria suggested that the Board approve that the surplus would be placed into the Heritage Fund. Board members asked what the amount of the surplus from the previous year, which was identified as \$59,900. Andy stated that the previous surplus was moved to the Heritage Fund also. Motion was offered and seconded to move the current surplus to the Heritage Fund. The motion was approved.

- Mogavero Architects proposal

Andy presented the Mogavero proposal, which consists of three portions. First is to assist UUSS process to determine what our needs are. Second is preparing a conceptual design of the building, which once approved will be taken to the County to determine permit requirements. Third portion would be to develop a schematic design of the building. The proposed fee outlined in the proposal is \$62,000. Andy confirmed that UUSS has not entered into an agreement with Mogavero. The Board discussed what the total possible cost of this project could be and options of next steps. A discussion of the professional liability amount detailed in the proposal. Roger reported on the insights he gained during an on-site meeting that he, Lucy and Andy, had with David Mogavero and his son. Andy shared a file which provided an extended timeline detailing this multi-year process, i.e. a big picture overview, which is included below. Andy led a discussion regarding the Board's communication plan to share our intention and plans with the congregation. Andy proposed that the Board create a task force to oversee the entire project, consisting of Board members and congregation members. The Board

discussed the need for and future timing of a Capital Fund campaign task force. After long and varied discussion, the consensus of the Board was to move forward with the contract with Mogavero Architects. Andy, Ted and Fred will craft email communication to the congregation outlining the Board's intention.

- Retreat Planning (liaisons) – will be discussed at the August meeting.
- Staff Salary Adjustments (Exec session)

The Compensation Task Force recommends the Board approve an hourly rate increase to our two audio/visual team staff members to \$30 per hour, retroactive to July 1, 2026. A motion was offered and seconded. The Board approved the motion.

8:15 Task Force Updates

1. Website Replacement – no update
2. Ministerial Evaluation

Andy reported that the task force will meet again in the week of July 27th and is in the process of creating a ministerial evaluation report.

8:18 Administrative Report

Roger reported Lucy had selected a candidate for the New Member Coordinator position, and an offer will be presented in the next few days.

8:19 Treasurer's Report – Victoria Owens submitted a written report which is included in these minutes.

8:27 Ministers' Reports – Rev. Roger Jones / Rev. Lucy Bunch

The ministers submitted a written report which is included in these minutes.

8:29 Committee Substantive Issues, if needed

- a. Safety Committee

Karen advised that the Safety Committee has arranged for CPR & AED certification training on September 26, 2026, at 1:00 PM on campus

- b. Program Council, Mathew
- c. APMC (Administration and Property Management), Fred
- d. FRST (Fundraising Strategy)
- e. Memorial Wall Committee

Fred reported that installation of the mosaic river will begin on August 17, 2026, and the wall will be completed and ready for a dedication ceremony on Sunday, August 30, 2026.

- f. Nominating Committee, Emily
- g. Social Justice Coordinating Council, Andy
- h. UUA and PWR

8:30 Recap board decisions from July BOT for August Monthly Leadership Update: **Fred**

The August message will announce the RE building initiative.

8:35 Closing: **Andy**
Meeting adjourned

UUSS BOARD OF TRUSTEES MEETING ASSIGNMENTS 2025-2026

MONTH	OPEN/CLOSE	LEADERSHIP NEWSLETTER
JULY	ANDY CRAMER	FRED PANNEK
AUGUST	TED SCOTT-FEMENLLA	TED SCOTT-FEMENLLA
SEPTEMBER	PATTY INNES	PATTY INNES
OCTOBER	LUE BISHOP	LUE BISHOP
NOVEMBER	EMILY MORAN-VOGT	EMILY MORAN-VOGT
DECEMBER	KAREN SMITH	KAREN SMITH
JANUARY	MATHEW ESPINOSA-CASTRO	MATHEW ESPINOSA-CASTRO
FEBRUARY	FRED PANNEK	FRED PANNEK
MARCH	VICTORIA OWENS	<i>FRED PANNEK</i>
APRIL	PATTY INNES	PATTY INNES
MAY	LUE BISHOP	LUE BISHOP
JUNE	EMILY MORAN-VOGT	EMILY MORAN-VOGT

2026-2027 Board Events	Date
Board Retreat	15-Aug-26
Fall Congregational Meeting	18-Oct-26
Auction	11/7/2026
Recruit - GA Delegates	1/1/2027
Budget/Review of contracts, letter of intent	3/1/2027
Stewardship Campaign	4/1/2027
Spring Congregational Meeting	5/16/2027

July 23, 2026

UUSS Treasurer's Report for the month of June 2026

June was the final month of the 2025-2026 fiscal year, and UUSS ended the fiscal year with a surplus of \$50,850. Hooray!

A. FISCAL YEAR NET INCOME

Our FY 2025-2026 revenue was \$946,828, 8% over budget. Expenses were \$895,977, 2% more than budgeted. In other words our revenues were \$66,085 better than expected and our expenses were \$14,773 more than expected.

Income

- o Pledge income exceeded budget by \$12,261 (2%)
- o Plate donations ended the year \$27,625 (37%) greater than budgeted
- o Building rentals exceeded the budget by \$8,969 (22%)
- o Fundraising income, which includes the auction, exceeded the budget by \$6,832 (16%)
- o Program income exceeded the budget by \$8,770 (44%)

No

anomalies

noted.

Expenses

- o Compensation and Benefits ended the year only \$2,885 (0.5%) over budget
 - o General and Administrative Expenses were \$9,379 (20%) over budget
 - o All other categories were at or less than the amount budgeted
- No anomalies noted.

B. June Highlights

June revenue was 4% over budget and expenses were 8% over budget. This resulted in a month-end net loss of \$7,039, compared to the \$4,312 loss in the budget.

- o June pledge revenue exceeded the budget by \$2,811 (6%). This was the main reason monthly revenues for June exceeded the budget.
 - o Plate income continued up in June, with all other revenue in line with the budget.
 - o Expenses for June continue in line with the budget.
- No anomalies noted.

C. Reserves

The USS Reserve Ratio, comprised of combined balances of the Reserve Fund, Heritage Fund and Bequest Fund as a percentage of USS annual expenses, is 62%.

USS Ministers' Report to the Board and Program Council

July 23, 2026

Notable:

- The Memorial Wall and mosaic will be unveiled after the service on Aug. 30 and the team will take orders for plaques of deceased members for a few Sundays starting then.
- Roger and Board member Patty Innes will talk about the highlights of the recent Polish Brethren UU pilgrimage (and the history) at a forum at USS on Aug. 9.
- Thanks to the Endowment and our staff and volunteer facility stewards, the new kitchen door to the patio has been a gratifying and helpful addition for our coffee volunteers.
- Strong attendance and high-quality worship services in June and July here at USS!

Membership Management: Work with volunteers and staff to enrich engagement for newcomers and integration of new members.

A hiring team conducted interviews for a new newcomer and member engagement coordinator. Lucy conducted second interviews and invited two finalists to meet with Office and RE Staff. Lucy extended an offer to the top choice, and it was accepted. The new staffer will be announced soon and will start serving UUSS in the coming month.

Over the next few months, we will reach out to the first-time pledgers from the pledge drive (who are not members) to encourage them to join when ready.

Social Justice: Mobilize our congregation for advocacy work at the city and county level related to housing and homelessness.

UUSS Adult Enrichment jumped at the opportunity to host a talk by civil rights activist Bob Zeller when he is in town. He grew up in the KKK in Alabama. On graduating from college in 1961, he joined the Student Nonviolent Coordinating Committee. His life is featured in the film “Son of the South.” Because it will take place during All-ages Camp weekend, we have lined up Abi Bristow of our staff to stream it on Zoom and record it. **Saturday, Aug. 1, 7:00 pm.**

Adult Enrichment also hosted a Peter, Paul and Mary tribute concert/singalong in July, which raised \$1,800 for Loaves and Fishes. Thanks to Beth TenPas for making it happen.

Lucy spoke at an interfaith rally at the Capitol to encourage Gov. Newsom to commute the death sentence of all those on CA death row and then faith leaders met with governor’s staff.

On July 15, Roger participated in the monthly Sac ACT prayer vigil for immigrant families at the John Moss Federal Building. An incident: on our arrival security guards told Sac ACT we can no longer be on the property outside the building. We moved to the parkway and street. We will apply for a permit for 12:00 noon on Wednesday, Aug. 19. If the government refuses this free-speech request or does not respond, we will proceed and some will prepare to be arrested.

Roger is working with Mary McGown, Meg Burnett and others on 3rd annual international music fundraising concert for the Refugee Support Team (legal costs, emergency rent, employment or transportation assistance), at UUSS 2 pm, Sunday, Sept. 27.

Strengthen our commitment to families; build connections across the generations.

With 10-15 kids and youth in attendance, Summer RE sessions include crafts and arts based on a weekly theme with other Sundays used to learn large-puppet making with Elizabeth Leonard for the Aug. 30 Circle Service on *Old Turtle and the Broken Truth*.

On Aug. 23 we will have the Backpack Blessing ritual to extend good wishes to all starting a new school year (from preschool to grad school, students, teachers, or staff).

Several of our newcomers in recent months have been families with infants, children, or youth. This Sunday Crystal Fountain will host the second monthly Parents Meeting at 9:30 in Room 12 (tea, fruit, snacks) with childcare provided in Room 11 plus the playground. This is for any adults who care for UUSS kids/youth or who are expecting. Next one is this Sunday, July 26.

On July 10 we resumed the Family Dinner Potluck for All Ages (2nd Friday of each month) with attendance reflecting a diversity of ages and lengths of involvement in UUSS. Next one: Aug. 14

With several volunteers coordinated by Mary McGown and Margo Marvin, UUSS Refugee Support tutors have launched for the fourth annual Wednesday Morning Summer Activities at UUSS for children of Afghan refugee families (July 15, 29; Aug 5 & 12). Crystal has provided valuable support to them and Roger will be present for some of those sessions also.

Crystal is recruiting new and veteran Our Whole Lives (sexuality education) teachers for OWL grades 7-9 for this fall (the most extensive segment); UUSS will be the host site for a NorCal training of new OWL teachers Oct. 9-11. DJ Quinn may lead a group for the parents.

Denominational Contributions

Ministerial Intern Sophia McKean will return to UUSS in September, with Lucy supervising.

Roger has temporarily returned to service on the grants panel for the UU Funding Program Fund for a Just Society for spring and fall application-review cycles. Roger recently preached for the lay-led UU Congregation of Las Vegas and for the UU Church of Bloomington, Indiana.

Spring is the time of new matches and contracts between congregations and ministers, and they usually start in August. New ministers will join the UU staffs at Fremont, Santa Rosa, San Rafael, and Sunnyvale. Across the UUA, however, in recent years there have been fewer ministers looking to serve congregations than there are congregations looking for ministers.

Professional and Spiritual Development

There is still room in the UU Silent retreat that Lucy will co-lead in SoCal August 16- 21. Come join her and other UUs. Spiritrestretreat.com

UUSS RE/Office/Meeting Space Design - Phase 1

TASK	Lead	PROGRESS	START	END
Programming				
Review Contract	BoT	0%	7/23/26	8/14/26
Sign Contract	President	0%	8/14/26	8/14/26
Board Defines Process for Programming	BoT	0%	7/23/26	8/14/26
<u>Board Forms Design Task Force???</u>	BoT	0%	8/26/26	8/26/26
Board Develops Communication Plan	BoT	0%	7/23/26	8/14/26
Programming Retreat	BoT	0%	9/16/26	9/16/26
Follow-up Meeting	BoT	0%	9/30/26	9/30/26
Finalize Project Program	BoT	0%	9/30/26	10/14/26
Select Contractor	BoT	0%	10/14/26	12/16/26
Evaluate project and constraints	Mogavero	0%	10/14/26	12/16/26
Evaluate code implications	Mogavero	0%	10/14/26	12/16/26
Evaluate cost scenarios	Contractor	0%	12/16/26	1/29/27
Decide between Renovation/Expansion or New Construction	BoT	0%	2/17/27	2/17/27
Concept Design				
Prepare Concept Design	Mogavero	0%	2/17/27	3/31/27
Review/Approval of Concept Design	BoT	0%	3/31/27	4/30/27
Meet with Sac County to determine path forward on review/approvals	Mogavero	0%	5/12/27	5/12/27
Update Cost Analysis	Contractor	0%	4/30/27	6/4/27
Schematic Design				

<u>Board Forms Capital Campaign Task Force</u>	BoT	0%	5/12/27	5/12/27
Prepare Schematic Design	Mogavero	0%	5/12/27	7/30/27
Review of Schematic Design	BoT	0%	7/30/27	8/31/27
Revise Concept Design	Mogavero	0%	8/31/27	9/30/27
Review/Approval of Schematic Design	BoT	0%	10/1/27	10/29/27
Update Cost Analysis	Contractor	0%	10/29/27	12/3/27
Planning Approval (Future Phase)				
Prepare Documentation	Mogavero	0%	10/29/27	12/3/27
County Review/Approval	Mogavero	0%	12/3/27	2/29/28
Board Decides on Design-Build or Design-Bid-Build	BoT	0%	1/12/28	1/12/28
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